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President's Message

Reflecting on the Past Year 2013-2014

"What lies behind us and what lies before us are tiny matters compared to what lies within us."

~Oliver Wendell Holmes

The 2014 CCPA conference held in beautiful Victoria was a time to fully appreciate the strength and breadth of our association. We hosted the International Association for Counselling, and heard from stellar keynotes including Andrew Samuels, our own David Paterson, and Justice Murray Sinclair, the first recipient of the President's Award, known as the Professional Champion Award. During the CCPA 2014 Annual Conference, we had the pleasure of listening to and engaging with our keynotes Gabor Maté, Stéphane Grenier, and Peter Menzies as well as with our many knowledgeable presenters. What makes for a successful conference and the success of CCPA as the national association for counselling and psychotherapy? Our success lies with the people who attend the conference year after year and with the people who contribute to the association throughout the year. No matter what lies before us, it is our strength within the association that sustains us.

Before I review CCPA's accomplishment and initiatives over the past year, I would like to send a special thanks to our 14 Chapter Executives, to the Chair of Certification, to the two Chairs of the Ethics Committees: Queries/Education and Complaints Division, to the co-chairs of the CCPA Council on Accreditation of Counsellor Education Programs (CACEP), to editor of the Canadian Journal of Counselling and Psychotherapy, to the Board of Directors, and to my Executive. These individuals form the foundation of our association and CCPA would not be in the position it is today without their contributions.

As we enter into our 50th year and take a moment to recall our early years, one can see many changes. With a membership of more than 5200, we have national office space that we are rapidly outgrowing as we continue to expand our services to members and to increase the visibility of the profession as an essential part of the continuum of care. We now have a CEO with nine employees, a CEC administrator, a Registrar for CCCs, and an Editor for the Canadian Journal of Counselling and Psychotherapy. Our student membership continues to increase as do the number of Chapters – we now have 14 chapters – five regional and nine special interest.

Efforts towards regulation continue across the country with two regulatory colleges in place: longstanding regulation in Quebec, of course, and now a college in Nova Scotia. Ontario awaits full proclamation now expected in the fall of 2014. New Brunswick, PEI, and British Columbia are all in process while Manitoba, Alberta, and Newfoundland are exploring strategic directions to take within their provinces.

If I was to summarize the 2013-2014 year, I would say it has been one of review, of consolidating, of stabilizing, and of circling back after spending time connecting and reaching out to other associations over the past few years. As we continue to grow and develop our services, I want to share several highlights from the 2013 and 2014 year, starting with our Board of Directors.

CCPA Board of Directors

Throughout the year, CCPA Directors work within their regions to promote CCPA and to advocate for the profession. From attending meetings on regulation, to developing provincial chapters, to liaising with Chapters, to involving students in CCPA activities, these volunteers put in endless hours acting as your representatives at the National Board Table. This year the CCPA Executive and Board recognized the importance of inclusiveness in the Board

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structure and its Director members. In 2012 the Governance Committee began consultations with Indigenous leaders in the Association membership to determine preferred methodologies for enhancing representation of Indigenous Members on the Board of Directors. In this inaugural year of implementation, the CCPA Board appointed William (Bill) Thomas as the Indigenous Director. Bill, who was raised in the Peguis First Nation community, will be working with a committee of the Board to articulate specific procedures for future appointments.

Advocacy and Outreach

- CCPA has a new position at the national office – Kim Hollihan has taken the position of Senior Project Manager. A graduate from Acadia’s counselling program who has an EdD, Kim is able to engage in a knowledgeable way with a variety of communication-related initiatives including press releases, government relations, and participation in national alliances/coalitions. Kim has worked closely with Impact Public Affairs throughout the year – a company that specializes in helping national organizations deliver effective communications to the public, their members, key stakeholders, and government ministries. In her position, Kim recently took the opportunity to speak with Justin Trudeau about mental health during the Ottawa Mayor’s Breakfast. She then followed with a letter requesting a meeting to discuss potential collaboration.

- IMPACT Public Affairs has assisted CCPA in creating over a dozen press releases. The media training that they offer has been very useful in giving Directors and members of the Executive the confidence to take part in radio interviews and to meet with senior officials from Nova Scotia Ministries of Health and Wellness and Education and Early Childhood Development.

- Through partnerships with the Mental Health Commission of Canada (MHCC), The Canadian Alliance on Mental Illness and Mental Health (CAMIMH); Canadian Primary Health Care Research and Innovation Network (CPHCRIN); Health Action Lobby (HEAL); and the Primary Health Care Network (PCN) and through our reciprocal memberships with the Canadian Association for Suicide Prevention (CASP) and the Canadian Education Research Institute for Counselling (CERIC), CCPA elevates the awareness of the profession of counselling and psychotherapy to other professionals, government ministries, research funders, and the public. Increasingly, counselling and psychotherapy is viewed as an indispensable part of the continuum of care.

- CCPA continues to engage at national and international profession-related conferences and meetings including the International Association for Counselling (Turkey and Victoria), the American Counseling Association, and the British Association for Counselling and Psychotherapy Research Conference co-hosted with the American Counseling Association.

- This year I was delighted to open the Counselling and Psychotherapy Research Conference in Moncton, NB. This second CCPA Research Conference was held in partnership with Université de Moncton, Acadia University, and the University of New Brunswick. Over two days attendees explored how multiple modes of inquiry advance research for the practice of counselling and psychotherapy. To promote research productivity, CCPA has engaged in a research-ENABLE strategy that is anchored by mentoring and supervision with the intent to build strong regional and national research networks. The research conference fosters a climate of open inquiry where new researchers and students, as well as practitioners, academics, and leaders in the field come together to share their common enthusiasm for learning and their desire to continually improve their practice by drawing on the latest research evidence. The research conference is important because new research not only adds to the evidence base for the profession, but is also an important tool for policy makers.

Connecting with Members and Membership Services

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- CCPA is using social media including tweets, facebook postings, listserve messages, and the Counselling Connection Blog to connect with members. Thanks go to Karina Albert for her work in this area.
- Our CEO, Barbara MacCallum, who represents CCPA on The Ontario Alliance of Mental Health Practitioners, has presented 5 webinars and conducted 14 workshops in various regions of Ontario to assist members in preparing their application to the College of Registered Psychotherapists of Ontario.
- Two changes have been made to the CCC designation program. Those who have graduated within the past five years are now required to complete 150 hours of direct client contact hours. Effective September 1, 2013, applicants who do not have sufficient hours of practice in either Pathway One or Pathway Two may qualify to complete additional hours of practice in order to meet the certification requirements. For a one-year period, such applicants will be granted a “Canadian Certified Counsellor – Qualifying” (CCC-Q) title with which they will be able to obtain liability insurance as they complete the additional hours of practice. Applicants must satisfy all other certification requirements in order to qualify for the CCC-Q title.
- CCPA is busy developing our latest certificate – the Canadian Certified Counsellor-Supervisor (CCC-S). CCPA hosted a graduate level supervision course to a second cohort through the University of Ottawa and is now exploring the possibility of offering a course in Quebec. In order to support the continuing education requirement of 12 CECs focussed on supervision taken within a three year period, a number of webinars have been developed and presented. Beth Robinson conducted a pre-conference workshop on supervision and will be offering regional workshops on supervision throughout the year. I would personally like to thank Beth Robinson for her work in this area. Additionally, authors have submitted their chapters to be included in the first Canadian textbook on supervision, entitled Supervision of the Canadian Counselling and Psychotherapy Profession, available in 2015.
- A revised and updated version of the Ethics Casebook will be available soon. In this version, you will find the same format with some new chapters including working with clients using electronic platforms, working in rural and remote settings, working with clients with diminished capacity, and working with LGBT clients, to name a few.
- The Mental Health Academy (MHA) continues to provide high quality, affordable pre-approved learning opportunities for continuing education credit. CCPA is continuing to work with MHA to increase the number of French-language sessions.
- A new award was offered this year, the CCPA Indigenous Practice Award aimed at honouring excellence in advancing culturally congruent counselling and psychotherapy services for Indigenous People in Canada.

As always with a growing association, there is lots of work to be done. Due to our fantastic national office staff and their leader, our Chief Executive Officer, Barbara MacCallum, your Board of Directors, and the Executive who work very hard for you and for CCPA, we are becoming a home to a diverse number of individuals who call themselves counsellors and psychotherapists. There are many to thank for our success in this area, in particular, I want to thank the members of my Executive who support and sustain me in many ways, Lorna Martin, Miriam Duff, Natasha Caverley, and Barbara MacCallum. To my dedicated Board of Directors who give their time and energy to ensure that the work of the Association gets done. And to you the members of CCPA who step up when asked and who enthusiastically support our initiatives!

Next year our conference returns to the place of our first conference, Niagara Falls. This will be an exciting conference as we go all out to celebrate our 50th anniversary. You can expect the same array of presentations and

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activities plus some surprises. Do come and join us. In order to celebrate our 50th anniversary, CCPA has increased the number and value of its conference travel awards. This year only, we will be offering 12 conference travel awards (6 valued at \$500 and 6 valued at \$1000) and 8 student travel awards (4 valued at \$500 and 4 valued at \$1000).

As President of CCPA, I want to thank you for allowing me to serve you. To my mind, volunteering is the ultimate exercise in democracy. You vote in elections perhaps once a year, but when you volunteer, you vote every day about the kind of community you want to live in. I am proud to be a member of the CCPA community!

Thank you/Merci/Nia:wen
Blythe Shepard, PhD, CCC
President of CCPA

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President-Elect’s Message

Greetings

Greetings CCPA members,

As I reflect on my participation at the May 2014 CCPA conference and CCPA Board of Directors meeting that were both held in Victoria, BC, I am reminded of the collective wisdom, energy, and positive spirit of our members—who are the backbone of our Association. From the diverse range of workshops, keynote speeches to CCPA Chapter events and the banquet/awards ceremonies, there are many ways that the Association celebrates and acknowledges how our members are proactively contributing to the leadership and advancement of the counselling and psychotherapy profession across Canada.

In my current work and practice in the area of organizational development, I am keenly aware of the importance of facilitating a positive organizational culture where cornerstones such as teamwork, diversity, and leadership aid in advancing a given organization’s vision and mission statement through macro-level group processes that include, but are not limited to, professional development and learning, talent management, rewards and recognition...just to name a few. In its 49th year of operation, CCPA continues to seek new and creative ways of tapping into the talents and strengths of our members within our diverse fields of practice. Therefore, my CCPA Board colleagues and I are pleased to introduce a new resource to our members called the Regional Development Fund. Said fund will provide financial support for projects and related initiatives that encourage the development of the counselling and psychotherapy profession across Canada—in particular, increasing the regional capacity and development of the profession in Canada by building on our members’ competencies and networks.

Another aspect of facilitating a positive organizational culture is promoting diversity throughout all levels of an organization. Through the work of individuals such as Drs. Ron Lehr, Lorna Martin and Blythe Shepard in their respective leadership roles with CCPA, the advancement of the Indigenous Director position on the CCPA Board of Directors came to fruition. In May 2014, the CCPA Board of Directors welcomed Bill Thomas to the CCPA Board of Directors as the inaugural Indigenous Director—thereby, recognizing the importance of Canada’s Indigenous cultures, languages, and heritage. The new Indigenous Director’s position adds to the current richness of the CCPA Board in terms of inclusiveness.

As CCPA members, you are the embodiment of personal leadership in your respective roles within the counselling and psychotherapy profession, continue to lift your voice and share your knowledge! The CCPA Board of Directors thanks you for your ongoing support and appreciates your involvement with our national Association.

“Unity is strength...when there is teamwork and collaboration,
wonderful things can be achieved.”
Mattie Stephanek

Thank you/Merci/Meegwetch,
Natasha Caverley, PhD, CCC
President-Elect, CCPA

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CCPA 2014 Award Winners

CCPA Student Conference Travel Grant

CCPA provides four (4) \$500 awards to students in support of their attendance at the CCPA annual conference. This year’s recipients are Cassandra Weir, a Masters student in Counselling Psychology at the University of Lethbridge; Jon Woodend, a Masters student in Counselling Psychology at the University of Calgary; Matthew Vandermeer, a Masters student in Counselling Psychology at the University of Western Ontario; and Nina Sangra, a Masters student in Counselling at Athabasca University.

CCPA/Marsh Student Bursary Award

Marsh, the CCPA professional liability insurance broker of choice, provides two \$500 awards to support graduate students research in Counselling. The students receiving this award this year are: Gina Ko, a Masters student in Counselling at Athabasca University, and Sariné Willis-O’Connor, a Masters student in Counselling at the University of New Brunswick.

CCPA Travel Award

CCPA also provides Conference Travel Grants annually in support of our members who wish to attend the Conference. This year, the recipients are Robert Allan, Janice Graham-Migel, Ashley Phillips and Candace Reinsch.

CCPA Masters Thesis Award

This year’s recipient is Guylaine Laroche for her thesis: “Les rôles que jouent les préjugés dans le processus de réinsertion et de maintien en emploi de personnes qui ont vécu un arrêt de travail en raison d’un problème de santé mental”.

CCPA Doctoral Dissertation Award

The winner of the CCPA Doctoral Dissertation Award is Lorna Martin for her dissertation entitled “Canadian Professional Standard for Counselling and Psychotherapy: Entry-to-Practice Competency Assessment: A Mixed Methods Exploration of the National Development Process”.

CCPA Professional Contribution Award

This award is given to a member in recognition of outstanding professional contribution to counselling and psychotherapy in Canada. The recipient this year is Lorna Martin. In addition to her role on CCPA’s executive, Lorna’s work on pan-canadian regulation continues to inform and help provincial defense groups in their works towards regulation of the profession on counseling and psychotherapy. Her work on the Entry-to-practice competency assessment is crucial for the profession and positions Lorna as instigator of a national assessment norm in the area of counseling and psychotherapy.

Counselling Book Award

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The Counselling Book Award recognizes book publications that contribute to the advancement of the profession. The winner of this year’s Counselling Book Award is David Paré for his book *The Practice of Collaborative Counseling & Psychotherapy: Developing Skills in Culturally Mindful Helping*.

The Lorne Flavelle Award for Outstanding Volunteer Service

The Lorne Flavelle Award for Outstanding Volunteer Service is awarded to a long-serving member in recognition of outstanding volunteer service to CCPA. The winner of this year’s Lorne Flavelle Award is June Harper. June was an integral part of the 2010 conference planning committee, the right-hand of the conference coordinator during the 2012 conference, and a small miracle for the 2013 conference planning committee after an emergency medical situation. June works behind the scenes, never seeking recognition or asking for something in return. She is a dedicated and caring individual who magically appears whenever there is a need, with a smile on her face and her sleeves rolled up.

CCPA Counsellor Leadership Award

This year’s recipient of the CCPA Counsellor Leadership Award is Janice Graham-Migel. Janice is Past-President of the School Counsellors Chapter, Chair of the National School Counselling Committee and sits on the Executive of the Nova Scotia School Counsellors Association. She has served on task forces related to record keeping guidelines for school counsellors and standards for youth health centers. Janice is currently chairing a leadership committee for school counsellors with the Halifax Regional School Board. Janice has made major contributions to the school counselling profession and is highly regarded in her profession.

CCPA Indigenous Practice Award

This award honours excellence in advancing culturally congruent counselling and psychotherapy services for Indigenous People in Canada. This year’s recipient is Mark Kelly.

Mark Kelly was not able to be present to accept this award but shared the following statement:

I would firstly like to thank the selection committee and the the individuals who thought to nominate me for this award. I am honoured to have been chosen and I am writing this while flying from the Inuvialuit community of Paulatuk, NWT, on the northwest passage to the Gwitch’in community of Old Crow, in the far north boreal of Yukon.

I don’t live in either community, I live in Whitehorse, and have done so for nearly 15 years. In that time I have had many opportunities to work with amazing practitioners and organizations - all leading to challenging and wonderful experiences.

In recent years I have focussed on providing counselling services to residential school survivors through Health Canada and the Truth and the Reconciliation Commission of Canada. As I am sure you all know, Residential school was a systematic oppression and attempted assimilation of the original peoples of this land for over a century. I am humbled repeatedly by the strength and resilience of the aboriginal peoples of Northern Canada; people who have lived in a symbiotic relationship with the environment and who continue to do so.

I have only just begun to learn about what it means to be a survivor. The atrocities of residential school have not wavered the connection of survivors to place and culture. The traumas experienced by my clients are eclipsed by their ability to survive, heal and reconcile. Please allow me to briefly to illustrate what I mean:

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While on route to a TRC event, Commissioner Marie Wilson asked me what I had witnessed about reconciliation. I described to her the raising of the new totem at the end of Main Street in Whitehorse. This pole was a healing pole, a reconciliation pole, created by local apprentice and master carvers from Yukon and Alaska. The pole was to commemorate the children taken, the families left behind, and those who survived the Indian Residential School System. The completed pole was to be carried only by aboriginal men and women from the carving site to the site it now sits.

The event was open to the public, and perhaps 250 or more people attended. As the time to move the pole approached, it became clear there were not enough aboriginal women and men to complete the task - the pole weighed about 2000lbs. The master carver hopped up on the stump of the pole and invited the whole community to participate in the ceremonial moving and raising of the pole - a task that had, until that moment, been reserved for aboriginal people. The community joined in the heavy task of carrying that pole. The community worked together to situate and raise that pole and, I believe, in that moment, joined with residential school survivors in healing self, community and nation.

It is in the spirit of resilience, connection and reconciliation that I accept this award and pass the financial portion to the organization that had a hand in creating that pole, an organization dedicated to connecting youth to aboriginal culture through carving and traditional arts.

Northern Cultural Expressions Society in Whitehorse has helped countless aboriginal youth reconnect to culture. Their carvers have become masters who's work is commissioned all over the globe. It is a privilege to support this program and count myself as one witness to the change they help create for the future.

Many thanks to the CCPA for making this possible.

With warmest of regards

Mark Kelly, MEd, CCC.

From somewhere over the Mackenzie River Delta.

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2014 IAEVG - Stu Conger Gold Medal Awarded to Michel Turcotte

CCPA’s Quebec Francophone Director, Michel Turcotte, was awarded the Stu Conger Gold Metal in June during the International Conference 2014 in Guidance and Career Development.

Michel is a recent doctoral student with a long track record in career development. His more than 25 years of work in guidance and career building have had a big impact, affecting all of us in different ways.

Michel possesses a quiet resolve driven by a clear outlook on what career development services should be. He knows that proficiency is the key to providing effective and needed service. Michel has found his way through the regulatory requirements to keep career development on policymaker radar screens. He has spun strong webs linking our field’s experts in Canada and around the world.

Michel’s commitment and presence have been at the root of many events marking career development in Canada. His clear, effective strategies have brought our profession together and moved it forward. His search for answers on the value of our work has given rise to a united and bilingual Canadian Research Group.

All these qualities have made Michel the stimulating, vibrant leader, acclaimed by his peers, that Stu has honoured during the Award ceremony.

Congratulations Michel!

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Attachment, Mind, and Brain: How Neural Development is Shaped by Our Close Relationships

Submitted by Blythe Shepard, PhD, CCC

Dan Siegel, MD, is an attachment researcher, teacher, and a child, adolescent, and adult psychiatrist. He is the founder of Interpersonal Neurobiology (IPNB) which he describes as “A consilient field that embraces all branches of science as it seeks the common universal findings across independent ways of knowing in order to expand our understanding of the mind and well-being...it explores the ways in which relationships and the brain interact to shape our mental lives.

In a workshop by Daniel Siegel in May 2014 in Lethbridge, Alberta, we explored attachment theory and research and then took this life-span developmental approach to increase our understanding of the development of the brain. According to Siegel, when we view the mind as an embodied and relational process that arises from and regulates energy and information flow both within us (in our embodied nervous system) and between us (in our relationships), we can explore attachment research and understand how communication patterns (how we share energy and information flow) can shape neural function and structure or what Siegel refers to as the ever-changing architectural connections in the brain itself.

Much of the workshop focused on adolescence based on information from his newest book, *Brainstorm: The power and purpose of the teenage brain* -- a book that all attendees received. Dr. Siegel approaches adolescence from the perspectives of the teenager, parent, and helping professional in a conversational way that highlights new knowledge from neuroscience and original perspectives from IPNB. One of the major messages that I received is that adolescence should not be viewed just as a transitional stage that teenagers need to work through, but as a transformative period and an important foundation for adult mental health and well-being. Adolescence (ages 12 to 24) tends to be characterized by intense novelty seeking, social engagement, increased emotional intensity, and creative exploration. Siegel takes the view that we should continue to cultivate and embrace these orientations throughout our lifespan.

Another key message was that building facilitative relationships with teenagers is crucial for their well-being. Siegel uses the term *mindsight* to describe how we can focus our awareness on our own thoughts and feelings, and in turn learn how to focus on the internal world of someone else in an empathic manner. Similar but more expansive than mindfulness, *mindsight* involves being present from moment to moment, but also being present so one can monitor what’s going on and then modify what’s occurring. Fostering *mindsight* builds self-awareness and emotional control, enhanced empathy, and rich relationships. It leads to integration by honouring differences and promoting compassionate connections and through integration creates health in our bodies, relationships, and minds. *Mindsight* leads to neural integration which creates co-ordination and balance within the nervous system which is also called “self-regulation.” *Mindsight* promotes self-understanding and empathy, self-regulation within oneself, within others, and across relationships. In the workshop, he provided a number of *mindsight* tools which are described in detail in *Brainstorm*.

Another highlight from the workshop was the importance of parental attachment in understanding and working with adolescents. Parents need to be aware of their own issues and penchants and the impact of these on relationships. Both parents and adolescents can benefit from understanding what kind of attachment models developed in early childhood that explain what is happening now and how new ways of living can be developed to overcome limitations from these early models. Secure attachment is achieved through open and responsive relationships characterized by *mindsight*. Parents are able to create a secure and safe relationship where children are able to be seen and soothed.

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This changes the child’s brain circuitry in a way that builds self-control, positive self-esteem, and a belief that others will be supportive.

As a psychotherapist, I learned that in my practice that I need to foster neural integration within my therapeutic relationships. I can focus on the nine integrative functions identified by Siegel that emerge from the interconnecting circuits of the brain, including bodily regulation, attunement, emotional balance, response flexibility, fear extinction, insight, empathy, morality, and intuition. The power of relationships keeps the brain healthy and integrated has been revealed in a wide range of studies as summarized by Siegel that demonstrate how supportive relationships are the best predictor of our longevity, our medical health, our mental health, and our happiness.

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Book Review: Monk, G., Winslade, J., & Sinclair, S. (2008). *New Horizons in Multicultural Counseling*. Los Angeles, LA: Sage Publications. ISBN 978-1-4129-1676-9, 510 pages

Reviewed by: Sandra Dixon, PhD candidate (Educational Studies in Counselling Psychology), Werklund School of Education, University of Calgary.

Although published six years ago, *New Horizons in Multicultural Counseling*, written by Gerald Monk, John Winslade, and Stacey Sinclair, is still a valuable text for readers who are interested in the overarching discourse of multicultural counselling. This book is a useful resource because it features a combination of clarity and depth when elucidating multicultural counselling theories. Building on the foundational work of Derald Wing Sue and David Sue, the authors further multicultural counselling by adopting a cross-cultural perspective on key topics, which traditionally are viewed through a Eurocentric lens. These topics include such areas as cultural identity, gender, race, spirituality, sexual orientation, and social justice. The authors bring their expertise as researchers, educators, and counsellors to their wide-ranging scholarship.

Of the 17 chapters in the text, chapters 1 and 2 offer readers a road map to understand the nature of culture and how it is constructed. The authors discuss the complexity and multi-dimensionality of culture in multicultural discourse. This discussion calls for readers to increase their sense of critical consciousness in multicultural counselling contexts and beyond. From this perspective, counsellors should strive to expand their understanding of cultural nuances and differences, particularly those likely to influence our interactions with individuals of diverse cultures. Building on this understanding of cultural awareness, chapters 3 and 4 address immigration issues and the impact of colonization. The authors explore the intersections of race, ethnicity, and identity, and how to appreciate them when engaging with diverse ethno-cultural groups.

Readers are provided in chapters 5 through 8 with theoretical and epistemological perspectives that are relevant to multicultural counselling. In chapter 5, Monk, Winslade, and Sinclair explore the key concepts of discourse, positioning, and deconstruction within a social constructionist framework. The discussion offers a new lens to view multicultural counselling, wherein people’s use of language plays a critical role in how they make meaning of their experiences. Chapters 6 through 8 focus on the related themes of power and privilege, which are important issues to tackle in multicultural counselling with respect to marginalized and oppressed groups.

In chapters 9 and 10, the topic of identity is discussed in relation to gender as well as globalization. Readers are urged to recognize the intersectionality of gender with other identities in various cultural contexts. Additionally, the globalization of identity appears to be driven by political, economical, and cultural influences. Within chapters 11 and 12, identity construction and cultural identity development are covered. In addressing cultural identity development, the authors evaluate several models: the *Black Racial Identity Model*, the *White Racial Identity Models*, and the *Lesbian, Gay, Bisexual, or Transgender Identity*.

In the remaining five chapters of the text, Monk, Winslade, and Sinclair raise readers’ cultural consciousness by addressing major systemic issues of social injustices. Within chapter 13, the authors unpack the melting-pot metaphor to describe an ideal assimilation of culturally diverse groups in America.

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The legacy of this metaphor is that many immigrants still feel pressured to “melt down” their cultural identity in order to fit into Ameri

can customs and lifestyles. However, great strides have been made through the work of counsellors, researchers, and activists to deconstruct this metaphor and reconstruct a social imagery that captures the uniqueness and richness of all individuals, despite their diverse worldviews.

Chapters 14 and 15 delve into culturally systemic issues of racism, social class, and poverty. Racism is pivotal for counsellors who may work with racist clients. For many counsellors, developing the competencies needed to engage with these individuals is a part of their ethical practice and responsibility to confront issues of social injustice. Failure to sensitively acknowledge these issues is likely to damage the therapeutic relationship, and even lead to irreparable rupture. In chapter 15, the authors argue that counsellors need to create a safe space for clients to tackle problems related to social class. The goal is to help clients positively reconstruct their experience of social class and develop a sense of personal agency.

In chapters 16 and 17, the authors look consecutively at the cultural context of school counselling as well as multicultural competence. They argue that the school community represents a social community where the cultural relations of the world are overtly manifested, particularly in the lives of children. Within this environment, critical knowledge, values, and skills are constructed and reconstructed in children’s learning. According to the authors, counsellors have a unique responsibility to engage proactively with young people in their formative years to impart cultural awareness as well as to assist in the development of their identities. Key definitions within multicultural counselling (e.g., cultural competence and multicultural competence) are provided, creating a conceptual framework from which counsellors can practice ethically with diverse populations. Sue and his colleagues’ seminal work on multicultural counselling is critiqued for providing a limited scope of cultural diversity, which is primarily represented through the lens of race and ethnicity while excluding other dimensions. Monk, Winslade, and Sinclair address this gap by building on other models of cultural identity construction that focus on dimensions including gender, sexual orientation, and spirituality. By highlighting the problematization of cultural competence within multicultural counselling, counsellors are encouraged to address sociopolitical forces of morality, power, and privilege with clients.

Finally, chapter 18 highlights the future steps required in the field of multicultural counselling to create change and foster greater awareness in attitude, beliefs, and skills among counsellors. The authors unquestionably challenge readers to display proactivity and not passivity in their quest of greater knowledge around multicultural issues.

This book is rich with practical ideas and theoretical principles that address common issues within multicultural counselling. A unique quality of this text is its format: each chapter offers a critical response written by renowned multicultural scholars from various places including Canada and the United States (e.g., David Paré and Allen E. Ivey). The insights of these critics offer innovative perspectives on topics that are meaningful for advanced learning in the field of multicultural counselling. Despite its breadth and depth of information, Monk, Winslade, and Sinclair’s text could benefit from the inclusion of graduate student voices in the forms of vignettes and/or case studies to make it a more valuable resource for this audience.

Sandra’s main research interests are spirituality, religiosity, multicultural counselling, social justice, cultural identity reconstruction, and ethno-cultural issues.

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CCPA’s New Funding Program: The Regional Development Fund

One of the goals of a national association is to ensure that interests and needs are met both at the national and regional levels. It is crucial that regional groups of counselling and psychotherapy professionals collaborate in the identification and addressing of regional needs and interests. Regional* initiatives may include information sharing; networking; webinars, workshops, and conferences; task or project groups; resource design and development, etc.

The Canadian Counselling and Psychotherapy Association (CCPA) is now providing regional funding that encourages and supports the development of the counselling and psychotherapy profession across Canada. The goal of the Regional Development Fund (RDF) is to increase the regional capacity and professional development of the counselling and psychotherapy profession in Canada by augmenting and expanding our members’ competencies, networks, and resources.

To ensure that regions are carrying out the mandate of CCPA, the criteria of the RDF must address our national association objectives in a local or shared interest context. These national objectives are:

- to provide leadership for counselling and psychotherapy;
- to provide a forum for ongoing information exchange and for critical discussion of counselling and psychotherapy issues;
- to serve as a vehicle for advocacy, networking, and promoting the profession of counselling and psychotherapy, particularly in those areas underserved or experiencing rapid change;
- to provide opportunities for counsellors and psychotherapists to develop and share best practices, research, position papers, and professional development; and
- to serve as a direct link with other professional counselling and psychotherapy associations providing for the presentation and the achievement of mutually sought aims and objectives.

Therefore, fund priorities may include, but are not limited to:

- increasing awareness of the counselling and psychotherapy profession in various regions of Canada; and
- using regional ideas to facilitate new professional development opportunities for CCPA members.

Categories of Funding:

- Leadership Capacity Building
- Professional Development
- Advancing the Profession
- Advocacy and Outreach
- Building Relationships and Supportive Networks
- Counselling and Psychotherapy Related Resources

Eligible groups:

- CCPA Chapters
- Ad hoc group(s) of CCPA members in good standing
- CCPA Executive
- CCPA Board of Directors
- Official CCPA working groups and task groups

Criteria

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- There must be an identified need that cannot be met by an existing structure (e.g., the Legislative Support Fund or the Chapter Support Fund).
- Funding activities must directly align with the purpose and vision of CCPA.
- The project must support one or more of the five (5) objectives of CCPA (see above).
- The activity must match one or more of the designated categories as stated in the RDF purpose.
- Applications must also meet all guidelines as stated in the application.
- The proposal must be complete and contain a realistic budget projection.
- The project must benefit the profession, members of the profession, and/or the general public (e.g., public protection).

For details, please visit the CCPA website or contact the National Office.

**Region is defined in a manner that identifies shared meaning or relevance for the individuals involved. The focus may be geographical, linguistic, cultural, economic, historical, political, etc.*