

# ● Module Two: Critical Reflexivity in Practice

Session 2

Multicultural practice in an ethical context



# Learning outcomes of session 2

At the end of this session learners will be able to:

- Recognise the differences between the terms multiculturalism, interculturalism and integration
- Reflect on multicultural learning and identify key competences
- Relate multicultural competences to ethical practice

## 2.1: Multiculturalism, interculturalism and integration

Before we begin, what were your reactions to Shakespeare's speech, 'the stranger in our midst' from the play on Thomas Moore?



<https://www.youtube.com/watch?v=AjEAeOshUGQ>

# Understanding the concepts

- A multicultural approach requires a practitioner to be aware of any barrier that can have an impact on access to services
- It is a way of being that welcomes diversity, strives for social justice and is anti-oppressive

But:

- How do we balance a desire for social equity with individual freedom – a recognition that values and social mores vary across cultures?
- How do we achieve a social justice stance working within contexts of restricted resources and political systems that structure our work?

These are questions to think about, critically and reflexively



# Diversity and difference

- Diversity can be viewed as 'variations on a theme'
- Difference recognises that differences cannot be included in some kind of 'tossed salad' approach
- Removing differences in the pursuit of inclusion (by more powerful others) can in itself be a kind of tyranny
- Career counsellors cannot resolve these problems, but we can take an ethical and social justice 'stance' to the issue in the ways we understand ourselves and the people we work with
- In order to understand a 'different' world view, we need to stand somewhere else to look. In other words, be aware of what influences our perspective, before we attempt to appreciate an alternative view.

# ● Being reflexive in a 'political' context

- Career counselling is not neutral, i.e. it does not operate in a vacuum
- Within a broad political context, we need to reflect on whose needs are being served by the policies we are asked to enact in our practice
- But - without being cynical – politicians do want to help the 'less fortunate'
- Our critical reflexion however, alerts us to the ways work, employment and related concepts of human worth are structured in western societies
- Our views of social justice, multiculturalism and integration need to be examined, without critical examination practice is less likely to be effective
- But on the ground of career counselling practice we do need 'interventions' that can help refugee and migrant populations

# Understanding the concepts

Multicultural refers to a society that contains several cultural or ethnic groups. Each cultural group does not necessarily have engaging interactions with each other. In a city, different cultures may live together in particular, separate, areas of the city.

Cross-cultural deals with the comparison of different cultures. In cross-cultural societies, one culture is often considered 'the norm' and all other cultures are compared or contrasted to the dominant culture.

Intercultural describes communities in which there is a deep understanding and respect for all cultures. In an intercultural society, no one is left unchanged because everyone learns from one another and grows together.

# ● Integration is a good thing, yes?

Pausing for a moment.

From the discussion so far, can we think about the intended aims of integration and its potential problems?





## ● 2.2 Multicultural learning - self and others

- Reflect on your own experience, where your world view was challenged
- In pairs, discuss a situation where you have learnt about yourself and others
- How was your understanding, your world view, transformed?
- Summarise the key learning point and 'post' on the flip chart



# ● Multicultural competences for career counsellors working with refugees and migrant populations

1. Drawing on your own experiences, form small groups and without referring to the resource list – what are your immediate thoughts about the necessary competences that a career counsellor should have when working with refugees and migrant populations ?
2. Agree on 10 (no need to rank these in order of priority)
3. Write on a flip chart

(We will return to the competences in the next session)

# ● How do our lists compare with a 'published' list of multicultural competences

- The resources #5 & #6 for this module may differ from our list, can you see any notable differences?
- In the next session we will think about our own multicultural competences and areas we may wish to develop further.



## ● 2.3 Ethical practice in a context of multiculturalism

From the reading resource for this session:

- How do relevant codes of ethical practice help us in our work?
- What are their limitations?
- Referring to the case studies in the article, do we understand the difference between an ethical issue and an ethical dilemma?



# ● **What are the ethical issues and dilemmas we can encounter in work with refugee and migrant clients?**

- What examples can we draw on from our experience?
- Recognising that values and social mores differ across cultures – are there any non-negotiable areas in terms of our ethical practice?
- Group discussion

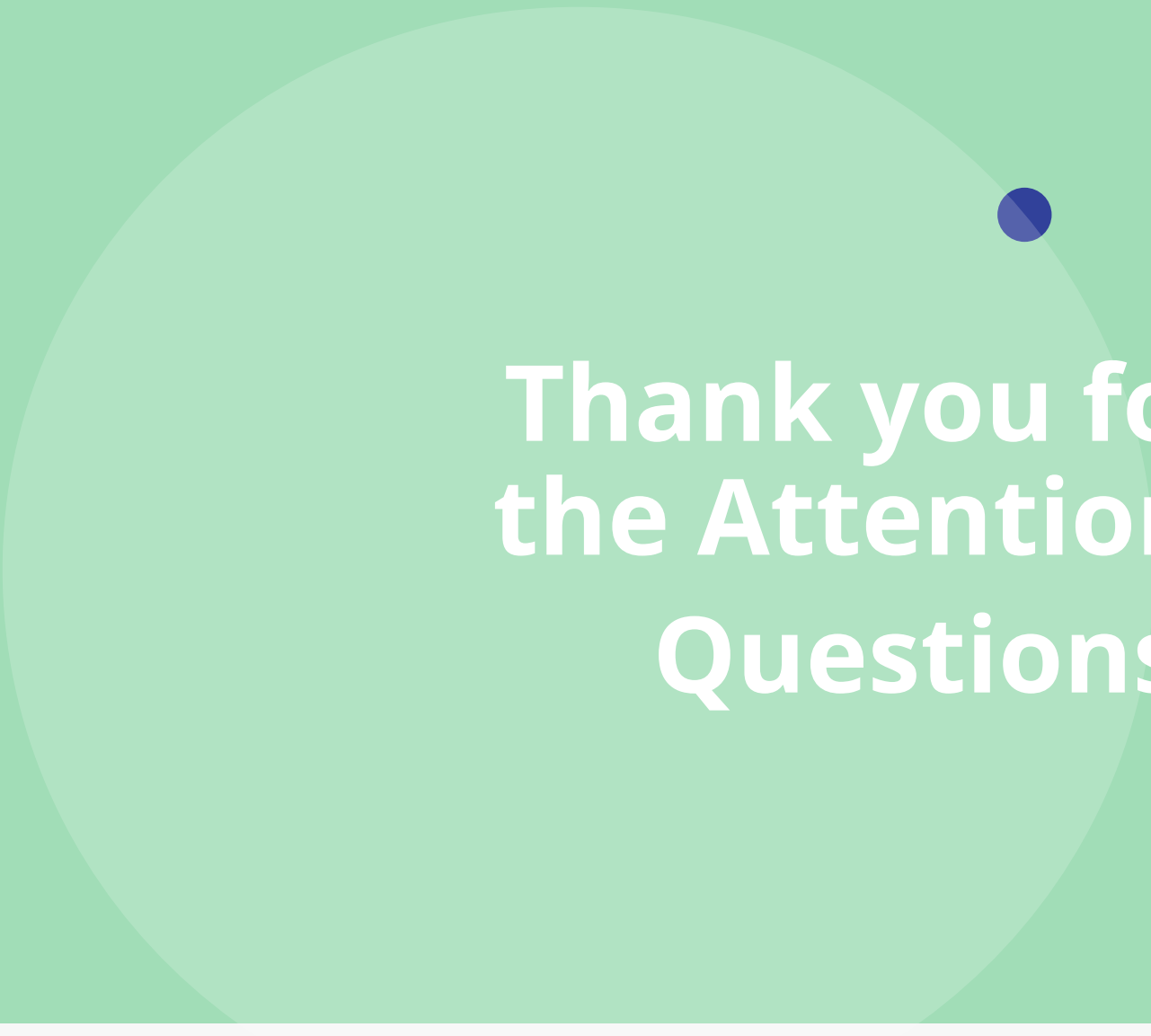
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The session has introduced many concepts and issues that will be looked at in greater depth in a later module.

The next session will focus on our own multicultural competences and how we can enhance these.



**Thank you for  
the Attention.  
Questions?**