



Individuating

How can I learn about the client's experiences, emotions, relationships, strengths, and identities from a place of genuine curiosity to better enable me to understand who they are and how I can help them?

Stereotype Replacement (Detect, Reflect, Reject)

When I catch myself relying on a stereotype to explain this client's behavior, how can I reject that stereotype and replace it with non-stereotypic evidence instead?

Situational Explanations

What are the immediate (e.g., hunger, exhaustion, therapeutic rapport), environmental (e.g., personal, social, political) and past situational factors (e.g., home, school, history of therapy) that might help explain the behavior?

Perspective Taking

How might it feel to be this client and experience persistent assumptions about you due to your race that are not accurate (e.g., violent, lazy)?

Increase Opportunities for Contact

How can I learn about and support issues or causes in the community that are important to diverse clients and colleagues?





Individuating

- *How can I continue to re-evaluate my first impressions of this client (e.g., waiting room behavior, gossip from colleagues, difficulty establishing rapport)?*
- *How have the client's past experiences (e.g., court involvement, child welfare involvement, school expulsion, difficulty in therapy) influenced my impression of this client?*
- *What are my first impressions about this person and what can I do to overcome them?*
- *How can I formulate my questions in a way that won't reflect a bias and not put the client on a defensive?*
- *How can I ask culturally-sensitive questions to find out about the client's identity?*
- *How can I set aside this client's race/ethnicity and other identities in favor of a more personal understanding of the client?*
- *After getting to know the client, what were three things that surprised me about this client after getting to know them better?*

Stereotype Replacement (Detect, Reflect, Reject)

- *In what way might my own perspective be biased?*
- *Who first taught me about people who are racially different and what words did they say?*
- *What do people believe about this person because of their race (e.g., behavior, family life, income level, background) and how might they have affected my thinking?*
- *How did I get this stereotype (e.g., my parents, media) and has it affected other clients too?*
- *What was in the description of the client that made this stereotype come to mind?*
- *How can I avoid maintaining these stereotypes in my write up (document in a more objective way)?*
- *How can I avoid confirmation bias (i.e., the tendency to pay attention to things that confirm our biases and ignore or distort things that don't)?*
- *How do I remain open to exploring my own biases (e.g., people who think they have the least bias tend to have the most bias)?*
- *How can I replace this stereotype with a non-biased thought?*



Situational Explanations

- *Are there stressors in their life that explain this behavior?*
- *If someone in your family was doing this behavior, how would you make sense of it?*
- *How could you understand this behavior stripping away any diagnosis or pathology?*
- *How can I obtain information about a broad range of situational factors?*

Perspective Taking

- *How can I tactfully explore assumptions I have about the experiences of oppression my client has experienced so that I don't make assumptions myself?*
- *Experiencing chronic assumptions*
- *What help is this person seeking and to what extent am I the person to provide it?*
- *What is this client's perspective on illness, health, and wellness?*
- *How could I make things better for this client considering what they have been through?*
- *How can I determine when I have failed to take the perspective of the client?*
- *How can I prepare to engage in perspective taking before I enter a meeting?*
- *How can I advocate for perspective taking amongst team members/supervisees?*
- *In what ways can I facilitate perspective taking in supervision?*
- *Setting aside my own perspective, what explanations can I find to support the client's perspective as accurate?*



Increase Opportunities for Contact

- *How can I help make a more inclusive environment for people of diverse backgrounds?*
- *How can I advocate for diversity and a more inclusive environment within my agency?*
- *How can I support policy changes in my agency to increase contact including diverse hiring practices?*
- *What can I do to meet and get to know people of diverse backgrounds?*
- *How can I select media (t.v., movies, news, video games) that are inclusive of diverse populations and portray diverse groups in authentic ways that don't perpetuate stereotypes?*
- *How can I proactively engage with and learn about diverse groups of people on social media (e.g., by choosing which groups to join or pages to follow)?*
- *Can I implement a practice of reflecting on interactions with people who are quite different than me to understand what I have learned about myself and about others?*
- *How can I continue to evolve as a culturally humble clinician and person?*