



Building a Culturally Responsive Supervisory Relationship
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1. Awareness (Supervisor & Supervisee):
 - a. Who am I?
 - b. How does this information/history shape me (perceptions & world view)?

2. Knowledge:
 - a. Supervision involves a co-constructive process (Hair & O'Donoghue, 2009)
 - b. Emphasis on collaboration
 - c. Historical context (for different groups)
 - d. Social context
 - e. Context in which the supervision occurs
 - f. Social, political, economic power dynamics
 - g. Difference (learning styles, communication styles)

3. Dialog:
 - a. Ideas are reconstructed through dialogs that invite exchanges of perceptions, "truths," explanations, beliefs, worldviews, questions and feelings
 - b. What consequences do constructions have for supervisee's behaviors and for those with whom they interact?

4. Supervision meetings:
 - a. most productive when involving two or more supervisees and may include those receiving services
 - b. Individual and group supervision
 - c. Methods – in session, taped session
 - d. Unpack own social identities & intersectionalities

Who Am I?

1. Introduce yourself writing about who you are; where you are from, where you grew up, etc. Consider how you might introduce yourself to a new roommate. What are the important things you think they need to know about who you are?
2. Into what social and economic class (SES) were you born? Did this change over time? If so, how so? How did you know what SES you belonged to? How did you know what SES you didn't belong to? What messages have you received about your SES? From whom? Where? What messages have you received about those who are of difference SES statuses? From whom? Where? How have these messages shaped your current thought about those who are of the same/different SES as you? Give at least two specific examples of how your SES has affected your life.
3. What is your gender? How do you express your gender? Has this changed over time? If so, how? What messages have you received about your gender and others who are of the same gender as you? From whom? Where? What messages have you received about those who are of different genders? From whom? Where? How have these messages shaped your current thought about those who are of the same/different gender as you? Give at least two specific examples of how your gender has affected your life.
4. What is your sexual orientation? Has this changed over time? If so, how? What messages have you received about your sexual orientation and others who are of the same sexual orientation as you? From whom? Where? What messages have you received about those who are of different sexual orientations? From whom? Where? How have these messages shaped your current thought about those who are of the same/different sexual orientation as you? Give at least two specific examples of how your sexual orientation has affected your life.
5. How do you identify racially/ethnically? Has this changed over time? If so, how? What messages have you received about your race/ethnicity and others who are of the same race/ethnicity as you? From whom? Where? What messages have you received about those who are of different race/ethnicity? From whom? Where? How have these messages shaped your current thought about those who are of the same/different race/ethnicity as you? Give at least two specific examples of how your race ethnicity has affected your life.

Read your answers to the questions above. Ask yourself: *Have I been completely honest? If not, why not? What have I NOT said? Why not?*

Cross-Cultural Quick Reference Guide
Children's Hospital Colorado

Never assume you know your patient's cultural back-ground—ASK questions!

Core Cross-Cultural Issues

- Please tell me about where your family comes from originally
- Who have you asked for help/advice about the problem?
- What remedies or treatment have you tried/ want to try?
- What were you hoping we would be able to do today?
- How (and by whom) are decisions made by your family about health care?
- Who should be present for support or to help in decision-making?

Perceived Meaning of Illness

- What worries you the most about this problem?
- What do you think seems to cause the problem/illness?
- What problems has the illness caused for your child?

Social Context

- Stress: What is causing the most stress in your life now? What do you do to cope with it?
- Social Support: Are there people in your life on whom you can rely for support or help?
- Resources: Do you have any financial worries now? Can you afford the basic things your children need? Are you having trouble getting to appointments, or getting time off for medical appointments
- English Proficiency: Do you think it would help both of us if we had an interpreter join us?
- Understanding: Do you feel I have explained things well enough? What questions do you have? It's important that I understand any concerns or questions you have.
- Acceptance: Do you think you are able to follow the treatment plan? What might make it difficult for you?