

## Diversity Culture And Counselling A Canadian Perspective

Culturally Diverse Counseling: Theory and Practice adopts a unique strengths-based approach in teaching students to focus on the positive attributes of individual clients and incorporate those strengths, along with other essential cultural considerations, into their diagnosis and treatment. With an emphasis on strengths as recommended in the 2017 multicultural guidelines set forth by the American Psychological Association (APA), this comprehensive text includes considerations for clinical practice with twelve groups, including older adults, immigrants and refugees, clients with disabilities, and multiracial clients. Each chapter includes practical guidelines for counselors, including opportunities for students to identify and curb their own implicit and explicit biases. A final chapter on social class, social justice, intersectionality, and privilege reminds readers of the various factors they must consider when working with clients of all backgrounds.

Diversity, Culture and Counselling A Canadian Perspective

This book offers a clear, easily adaptable model for understanding and working with cultural differences in therapy.

Packed with real-world applications and excerpts from original sources, COUNSELING AND DIVERSITY addresses the three dimensions of multicultural counseling competency (awareness, knowledge and skills) while increasing readers' understanding of oppression and the structures of power. This innovative First Edition addresses the constructs of culture, worldview, race, ethnicity, gender, age, sexual orientation, physical and mental ability, socioeconomic class, and spirituality and religion as complex dimensions of social and personal identity. In addition, a unique satellite series of monographs provide students with a thorough introduction to issues in counseling with specific populations, including Arab Americans, African Americans, Asian Americans, Latino/a Americans, Native Americans, and LGBTQ Americans. Offering complete flexibility, the monographs enable instructors to choose which groups they want to discuss in their course. In this way, COUNSELING AND DIVERSITY equips readers with a historical, sociopolitical, and psychological overview of each aspect of identity that will have resonance in counseling, psychotherapy, and other helping professions, and empowers readers with the knowledge and tools to be confident in counseling in a multicultural setting. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

In this book, Drs. Ratts and Pedersen combine the very best from the multicultural and social justice traditions into a new paradigm, which will guide counselors toward a deeper understanding of the connections between these two counseling forces. Significantly updated and expanded from the previous edition, this fourth edition focuses on applying multiculturalism and social justice in various clinical settings with diverse client populations. A completely new applications section contains nine chapters on working with oppressed client groups, including African Americans; Asian and Pacific Islanders; Latin@s; multiracial individuals; Native Americans; lesbian, gay, bisexual, and questioning clients; transgender individuals; women; and socioeconomically disadvantaged clients. Clients experiencing religious and spiritual concerns are discussed as well. Each of the chapters in this section provides an illustrative case study and numerous counseling examples. \*Requests for digital versions from the ACA can be found on wiley.com. \*To request print copies, please visit the ACA website here. \*Reproduction requests for material from books published by ACA should be directed to permissions@counseling.org.

This unprecedented volume provides a primer on diverse couples and families—one of the most numerous and fastest-growing populations in the United States—illustrating the unique challenges they face to thrive in various cultural and social surroundings. • Offers an examination of a broader-than-typical array of diverse families and the challenges they face • Includes case vignettes of couples and families of varying racial/ethnic, socioeconomic, religious/spiritual, and sexual orientations, the subgroups among them, and their intersections • Examines issues including social disparities, stereotyping and discrimination, identity development, and the roles of neighborhoods and communities • Written to allow easy incorporation as a textbook or supplemental text • Includes highlighted "Myths and Realities" with each chapter as well as a list of additional resources and cultural competence take-aways after each section

Cultural Diversity: Its Social Psychology shows how social psychology can contribute to contemporary debates about immigration and multiculturalism. Shows how social psychology can contribute to contemporary debates about immigration and cultural diversity. Helps readers to understand the processes that have shaped modern societies and the diversity issues they are facing. Reviews research into the socio-psychological factors facilitating or hindering the emergence of plural societies. Focuses on intergroup relationships – what happens when people migrate, how they adapt, and what changes are produced by their presence. The issues discussed are contextualised within the traditional accounts of the nation-state, European integration and North American and Australian experiences. Student-friendly features include boxes, summaries, lists of key words, suggestions for further reading and a glossary.

This book guides you through the complexities of working with difference and diversity in counselling and psychotherapy. It introduces you to contemporary thinking on the construction of difference, social identity and culture, and applies the theory to therapy practice. With reflective exercises and case examples, it will help you to work more confidently and sensitively with difference. Rose Cameron is a practitioner and a trainer in counselling and psychotherapy. She is currently a Teaching Fellow at the University of Edinburgh.

Canadian society encompasses a variety of cultural, ethnic and religious groups. It is essential for the counsellor to understand the beliefs and thought processes of individuals within these various groups in order to establish rapport and understanding, as well as to make the counselled individual feel comfortable. This book is based on the belief of diversity and the importance of culture, that multicultural counselling offers an approach to working with people from different ethnic, racial, religious backgrounds and sexual orientations. Understanding the causes and costs of stereotypes and biases is vital if counsellors are to bridge the ethnic and racial divide. Being secure in one's own identity, culturally and racially, can only help to ensure that people accept and respect individual and collective differences. This book provides necessary background information relative to many of the diverse cultural groups in Canada.

In an era of globalization characterized by widespread migration and cultural contacts, psychologists, counselors, and other mental health professionals face a unique challenge: how does one practice successfully when working with clients from so many different backgrounds? Gielen, Draguns, and Fish argue that an understanding of the general principles of multicultural counseling is of great importance to all practitioners. The lack of this knowledge can have several negative consequences during therapy, including differences in expectations between counselor and client, misdiagnosis of the client's concerns, missed non-verbal cues, and the client feeling that she has been misunderstood. This volume focuses on the general nature of cultural influences in counseling rather than on counseling specific ethnic groups. Counseling practices from all over the world, not just those of Western society, are explored. Bringing together the work of a diverse group of international experts, the editors have compiled a volume that is not only concise and teachable, but also an essential guidebook for all mental-health professionals.

Celebrating its 20th anniversary! The most internationally-cited resource in the arena of multicultural counseling, the Handbook of Multicultural Counseling by J. Manuel Casas, Lisa A. Suzuki, Charlene M. Alexander, and Margo A. Jackson is a resource for researchers, educators, practitioners, and students alike. Continuing to emphasize social justice, research, and application, the Fourth Edition of this best-seller features nearly 80 new contributors of diverse backgrounds, orientations, and levels of experience who provide fresh perspectives to every chapter. Completely updated, this classic text includes new chapters on prevailing social issues and covers the latest advances in theory, ethics, measurement, clinical practice, assessment, and more.

With an emphasis on direct application to practice, this graduate-level text offers strategies for working with diverse client groups in a variety of settings. Introductory chapters build a foundation for cross-cultural counseling with discussions on current theory, the ongoing pursuit of multicultural competence, and the complexities of intersecting identities. Next, 15 chapters designed to help counselors develop their knowledge about and skills with the following populations are presented: African Americans American Indians Arab Americans Asian and Pacific Islanders Economically disadvantaged clients Immigrants Latinx LGBTQ clients Men Military personnel Multiracial individuals Older adults People with disabilities White people of European descent Women Detailed case studies in this section illustrate real-world perspectives on assessment and treatment for an increased understanding of culturally responsive counseling. The final section of the book focuses on ethics and social justice issues. \*Requests for digital versions from ACA can be found on [www.wiley.com](http://www.wiley.com). \*To purchase print copies, please visit the ACA website. \*Reproduction requests for material from books published by ACA should be directed to [permissions@counseling.org](mailto:permissions@counseling.org)

This accessible practice-building reference establishes a clear social justice lens for providing culturally-responsive and ethical multicultural counseling for all clients. Rooted in the principles of Culture-Infused Counseling, the book's practical framework spotlights the evolving therapeutic relationship and diverse approaches to working with clients' personal and relational challenges, including at the community and system levels. Case studies illustrate interventions with clients across various identities from race, gender, and class to immigration status, sexuality, spirituality, and body size, emphasizing the importance of viewing client's presenting concerns within the contexts of their lives. Chapters also model counselor self-awareness so readers can assess their strengths, identify their hidden assumptions, and evolve past basic cultural sensitivity to actively infusing social justice as an ethical stance in professional practice. Included in the chapters: · Culture-infused counseling, emphasizing context, identities, and social justice · Decolonizing and indigenous approaches · Social class awareness · Intersectionality of identities · Clients' spiritual and religious beliefs · Weight bias as a social justice issue · Culturally responsive and socially just engagement in counselling women · Life-making in therapeutic work with transgender clients · Socially-just counseling for refugees · Multi-level systems approaches to interventions While Counseling in Cultural Contexts is geared toward a student/training audience, practicing professionals will also find the case study format of the book to be informative and stimulating.

"Diversity, Culture and Counselling: A Canadian Perspective, 3rd Edition is designed for students in the fields of counselling, social work or other helping professions, or for professional counsellors who are interested in working with the diverse people of Canada. It encourages counsellors to shift away from Eurocentric counselling theories toward methods that recognize diversity and other worldviews. The third edition addresses some of the many changes in Canadian society since the second edition came out in 2013. Many of these changes relate specifically to issues of race, cultural norms, gender and sexuality, and other areas of diversity that are highly relevant to the counselling profession in general, and specifically to any counsellor working with culturally diverse clients. The changes in this edition address important issues such as systemic racism, immigration policy, discriminatory policies in society, and climate change, just to name a few."--

Designed to help readers gain a better understanding of cultural dynamics, DIVERSITY IN COUNSELING, 2nd Edition encourages students to examine their own biases and perspectives and apply the material to clinical practice. The text provides a comprehensive examination of issues concerning ethnicity, gender, sexual orientation and mixed cultural identities, and assists the reader in applying the information to counseling. Each chapter includes critical- thinking material, consisting of insight exercises, personal stories, and questions to consider. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Offering a primary focus on North American cultural and ethnic diversity while addressing global questions and issues, Counseling Across Cultures, Seventh Edition, edited by Paul B. Pederson, Walter J. Lonner, Juris G. Draguns, Joseph E. Trimble, and María R. Scharrón-del Río, draws on the expertise of 48 invited contributors to examine the cultural context of accurate assessment and appropriate interventions in counseling diverse clients. The book's chapters highlight work with African Americans, Asian Americans, Latinos/as, American Indians, refugees, individuals in marginalized situations, international students, those with widely varying religious beliefs, and many others. Edited by pioneers in multicultural counseling, this volume articulates the positive contributions that can be achieved when multicultural awareness is incorporated into the training of counselors.

The second edition of this highly practical and easily understood handbook provides counselors and students with the means to quickly apply the 2014 ACA Code of Ethics to practice and to professional roles and activities. It contains on-point recommendations for each standard of the Code, a decision-making model, and a listing of ethics resources. Part I presents each section of the Code, along with a brief commentary that emphasizes its most essential elements, common ethical dilemmas and problems relevant to that section, and specific strategies for risk prevention and positive practice. Part II contains ethical guidance sections focused on areas that counselors often encounter in their work, including culture and diversity, confidentiality and exceptions to confidentiality, counseling suicidal clients, multiple relationships in counseling, competence, supervision, managed care, termination and abandonment, and how to respond to an ethics complaint or malpractice suit. New to this edition is a section titled "Integrating Technology into Counseling Practice." \*Requests for digital versions from the ACA can be found on [wiley.com](http://wiley.com). \*To request print copies, please visit the ACA website here. \*Reproduction requests for material from books published by ACA should be directed to [permissions@counseling.org](mailto:permissions@counseling.org).

Multiculturalism is a prevalent worldwide societal phenomenon. Aspects of our modern life, such as migration, economic globalization, multicultural policies, and cross-border travel and communication have made intercultural contacts inevitable. High numbers of multicultural individuals (23-43% of the population by some estimates) can be found in many nations where migration has been strong (e.g., Australia, U.S., Western Europe, Singapore) or where there is a history of colonization (e.g., Hong Kong). Many multicultural individuals are also ethnic and cultural minorities who are descendants of immigrants, majority individuals with extensive multicultural experiences, or people with culturally mixed families; all people for whom identification and/or involvement with multiple cultures is the norm. Despite the prevalence of multicultural identity and experiences, until the publication of this volume, there has not yet been a comprehensive review of scholarly research on the psychological underpinning of multiculturalism. The Oxford Handbook of Multicultural Identity fills this void. It reviews cutting-edge empirical and theoretical work on the psychology of multicultural identities and experiences. As a whole, the volume addresses some important basic issues, such as measurement of multicultural identity, links between multilingualism and multiculturalism, the social psychology of multiculturalism and globalization, as well as applied issues such as multiculturalism in counseling, education, policy, marketing and organizational science, to mention a few. This handbook will be useful for students, researchers, and teachers in cultural, social, personality, developmental, acculturation, and ethnic psychology. It can also be used as a source book in advanced undergraduate and graduate courses on identity and multiculturalism, and a reference for applied psychologists and researchers in the domains of education, management, and marketing.

Combining both the theory and practice of strengths-based therapy, Elsie Jones-Smith introduces current and future practitioners to the modern approach of practice—presenting a model for treatment as well as demonstrations in clinical practice across a variety of settings. This highly effective form of therapy supports the idea that clients know best about what has worked and has not worked in their lives, helps them discover positive and effective solutions through their own experiences, and allows therapists to engage their clients in their own therapy. Drawing from cutting-edge research in neuroscience, positive emotions, empowerment, and change, Strengths-Based Therapy helps readers understand how to get their clients engaged as active participants in treatment.

This book will provide practitioners, researchers and counsellor trainers with the knowledge they need to influence more competent therapeutic practice with a diverse clientele. It is a companion volume to Volume 7 in the Multicultural Aspects of Counseling series.

A uniquely Canadian approach to multicultural counselling In a country as diverse as Canada, a multicultural counselling approach provides an essential starting point for working with people from different ethnicities, sexualities, gender identities, abilities and religious backgrounds. Bringing Canadian perspectives to the field of multicultural counselling, this collection provides practical approaches to counselling in Indigenous, Asian, Black Canadian, Hispanic, South Asian and LGBTQ2+ communities, among others, along with advice for treating migrant and refugee clients. The third edition of Diversity, Culture and Counselling addresses crucial issues such as systemic racism, immigration policy, climate change, and discriminatory policies, reflecting the many changes that have arisen in Canada since the publication of the second edition. Along with an all-new chapter on counselling during a national crisis, each chapter has been revised to reflect the current state of diversity in Canadian counselling with contributors from a range of backgrounds.

Gaining Cultural Competence in Career Counseling is a supplement designed to help counselors and counselors-in-training simultaneously acquire competence in both career counseling and multicultural counseling. The goal of this text is not only to describe the philosophical reasons for practicing culturally appropriate career counseling, but also to provide counselors with concrete ways to implement those philosophies. The first half of the book comprises four chapters focusing on the foundational skills for effective counseling across cultures. It is crucial for counselors and counselors-in-training to master these multicultural skills before moving on to the second half of the text, which integrates those multicultural competencies with specific career counseling competencies.

CULTURAL DIVERSITY: A PRIMER FOR THE HUMAN SERVICES, Fifth Edition, provides the tools you need to become a successful and effective counselor. This innovative book covers a variety of topics, ranging from the general principles of cultural diversity to how to work with clients from various cultures. It's an ideal resource to prepare you for a successful career in counseling. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Professional counseling is a dynamic field, necessarily changing to reflect shifting societal norms and client needs. In an increasingly multicultural and globalized society, there is a growing need for counselors to be sensitive to the diverse needs of clients expressing different cultural and ethnic beliefs and facets of racial, gender, sexual, age, ability, disability, or class identities. Using as a starting point the pioneering work of Clemmont E. Vontress, the contributors to Counseling Across and Beyond Cultures trace the evolution of multicultural counseling and discuss remaining challenges for practitioners. Essays include a personal reflection by Vontress himself, critical analyses of the growth of multicultural counseling, considerations of his influence in Canada and the UK, and African and Caribbean perspectives on his work. Throughout, the importance of Vontress's accomplishments are celebrated, while critical analysis points the way towards further work to be done in the field.

This widely adopted, seminal text provides comprehensive direction from leading experts for culturally competent practice with diverse client groups in a variety of settings. Fully updated—with seven new chapters and including feedback from educators and practitioners—this book goes beyond counseling theory and offers specific information and effective techniques for work with the following client groups: American Indians African Americans Asian and Pacific Islanders Latinos/as Arab Americans Multiracial individuals and families Women and men Older adults LGBTQQT clients People with disabilities Deaf children and their families Socioeconomically disadvantaged clients Military personnel \*Requests for digital versions from the ACA can be found on wiley.com. \*To request print copies, please visit the ACA website here. \*Reproduction requests for material from books published by ACA should be directed to permissions@counseling.org.

Featuring edited chapters contributed by practitioners and experts working within global cultures, Rabin's text offers a practical and integrated way of considering gender, ethnicity and culture through narrative in the helping process. Designed for practitioners and students of the helping process, as well as undergraduate and graduate students of diversity, multicultural, race and ethnic relations, Rabin's text helps readers develop beyond the expectation of finding universal answers, and towards better listening to their clients' unique personal stories within their social context. Featuring contributions from around the world, this edited text reflects the work of practitioners and experts from within the respective culture who have shared their experiences and wisdom from working with a wide, diverse selection of populations.

Culture and Counseling has been designed to serve as a resource for professionals in the fields of Multicultural Counseling, Cross-Cultural Counseling, or Diversity and Culture in Counseling. In this authoritative new book, leading authors address culture and counseling as related to theoretical models, American ethnicities, spirituality, immigrants, intercultural families, gender, sexual orientation, diagnosis and interventions, supervision, and ethics. Counseling professionals, psychologists.

This unique resource is now in an extensively revised second edition with more than 90% new material and an expanded conceptual framework. Filled with rich case illustrations, the book explores how children's cultural identities--as well as experiences of marginalization--shape the challenges they bring to therapy and the ways they express themselves. Expert practitioners guide therapists to build competence for working across different dimensions of diversity, including race and ethnicity, gender identity, sexual orientation, and disability. Purchasers get access to a companion website featuring chapters from the first edition on play therapy with major cultural groups: African Americans, Hispanics, Native Americans, and Asian Americans. New to This Edition \*Virtually a new book; incorporates a broader definition of culture and an increased social justice focus. \*Chapters on working with children of color, LGBT children and adolescents, undocumented families, and Deaf children. \*Chapter on dismantling white privilege in the play therapy office. \*Chapters on school bullying and on how technology is transforming play, including tips for conducting tele-play therapy.

"The Second Edition of Culturally Alert Counseling is a thorough update to the first comprehensive guide to culturally alert counseling, complete with a companion demonstration DVD. Co-author and editor Garrett J. McAuliffe expands the traditional "definition" of multicultural counseling from the usual two categories of race and ethnicity to seven groupings: race, ethnicity, gender, religion/spirituality, disability, class, and sexual orientation. With case vignettes and interactive activities, students will be informed, moved, and changed by the encounters with culture that lie in these pages. The book and companion DVD encourage readers to examine the complex nature of culture and how it impacts all stages of the counseling process."--Publisher's website.

This substantially revised edition builds upon the foundations laid down in the first edition (which addressed, amongst other subjects, issues of race and power, cultures and their impact upon communication, and a review of the dominant theoretical discourses influencing counselling and psychotherapy and how these might impact upon mixed identity therapeutic relationships.)

The Handbook of International Counseling is an effort to bring together the current practices, values, attitudes and beliefs about counseling from countries around the globe. The editors have selected leading experts in the field of counseling in a wide and culturally representative group of countries throughout the world. This book will be the first volume that undertakes such an ambitious goal in the field of counseling.

Information about many cultural groups in Canada with practical perspectives on subjects such as treating Muslim clients, the specific needs of Indo-Canadians, the role of traditional healing methods in Aboriginal cultures, and helping immigrant children cope with acculturation in the school system.

This book was written to provide counseling and human development professionals with specific guidelines for becoming more culturally responsive. It looks at the evolution of multicultural counseling, addresses ideas and concepts for culturally responsive counseling interventions, and examines the implications of cultural diversity for future counselor training. Individual chapters include the following: (1) "Promise and Pitfalls of Multicultural Counseling" (Courtland C. Lee and Bernard L. Richardson); (2) "Cultural Dynamics: Their Importance in Multicultural Counseling" (Courtland C. Lee); (3) "Counseling American Indian Adults" (Grace Powless Sage); (4) "Counseling Native American Youth" (Roger D. Herring); (5) "Counseling African American Women: 'Sister-Friends'" (Janice M. Jordan); (6) "Utilizing the Resources of the African American Church: Strategies for Counseling Professionals" (Bernard L. Richardson); (7) "Counseling Strategies for Chinese Americans" (David Sue and Derald Wing Sue); (8) "Counseling Japanese Americans: From Internment to Reparation" (Satsuki Ina Tomine); (9) "Counseling Americans of Southeast Asian Descent: The Impact of the Refugee Experience" (Rita Chi-Ying Chung and Sumie Okazaki); (10) "Issues in Counseling 1.5 Generation Korean Americans" (Julie C. Lee and Virginia E. H. Cynn); (11) "Counseling Latinas" (Patricia Arredondo); (12) "Cuban Americans: Counseling and Human Development Issues, Problems, and Approaches" (Gerardo M. Gonzalez); (13) "Counseling Chicano College Students" (Augustine Baron, Jr.); (14) "Puerto Ricans in the Counseling Process: The Dynamics of Ethnicity and Its Societal Context" (Jesse M. Vazquez); (15) "Counseling Arab Americans" (Morris L. Jackson); and (16) "New Approaches to Diversity: Implications for Multicultural Counselor Training and Research" (Courtland C. Lee). References are included.(BHK)

Culture and Disability provides information about views of disability in other cultures and ways in which rehabilitation professionals may improve services for persons from other cultures, especially recent immigrants. The book includes chapters with descriptions of the interaction of culture and disability. A model on "Culture Brokering" provides a framework for addressing conflicts that often arise between service providers and clients from differing cultures. Seven chapters discuss the cultural perspectives of China, Jamaica, Korea, Haiti, Mexico, the Dominican Republic, and Vietnam, focusing on how disability is understood in these cultures.

The purpose of this book is to expose students of the helping professions, counselors, teachers, college professors, mental health workers, and social workers to the unique characteristics of representative American subgroups and to effectively assist these same professionals as they work with clients and/or students from these populations. These are grouped by race, gender, sexuality, age, physical limitations and lifestyle etc. The author of each chapter is both a trained helping professional and a member of the group in question. This unique combination of qualifications lends both an academic and a personal perspective to the understanding of the populations represented.

Many societal and cultural changes have taken place over the past several decades, almost all of which have had a significant effect on the mental health professions. Clinicians find themselves encountering clients from highly diverse backgrounds more and more often, increasing the need for a knowledge of cross-cultural competencies. Ellis and Carlson have brought together some of the leaders in the field of multicultural counseling to create a text for mental health professionals that not only addresses diversity but also emphasizes the counselor's role as an advocate of social justice. The theoretical foundation for this book rests on research into diversity, spirituality, religion, and color-specific issues. Each chapter addresses the unique needs and relevant issues in working with a specific population, such as women, men, African Americans, Asian Americans, Spanish-speaking clients, North America's indigenous people, members of the LGBT community, new citizens, and the poor, underserved, and underrepresented. Issues that enter into the counselor-patient relationship are discussed in detail for all of these groups, with the hope that this will lead to a greater understanding and sensitivity on the part of the counselor for their patients. This is an important and timely book for both counselors-in-training and those already established as professionals in today's highly diverse and constantly-changing society.

In an increasingly diverse society, psychotherapists must be able to work effectively with a wide variety of clients, each of whom has been shaped by a different mix of cultural and social influences. Pamela Hays' popular bestseller invites readers to move beyond a one-dimensional view of identity to a nuanced understanding of the factors that enable therapist and client to interact productively. Her ""ADDRESSING"" framework encompasses Age and generational influences Developmental or other Disability Religion and spirituality Ethnic and racial identity Socioeconomic status Sexual orientation Indigenous heritage National origin Gender The book discusses cultural considerations as therapists typically encounter them, that is, during the chronological flow of clinical work. The author's integrated approach, grounded in the research literature, considers the complexities of real-life clinical practice. In this new edition, readers will find up-to-date information on the DSM-5, ICD-10, and upcoming ICD-11, as well as new sections on working with people in poverty, children, and transgender people; trauma-informed care; and the applications of mindfulness. The practical suggestions and tools in this book apply to assessment, testing, diagnosis, and psychotherapy and are illustrated with a rich variety of case examples. Each chapter ends with a Key Ideas summary and a Practice Exercise that can be used in education and supervision.

[Copyright: e8a3f41b7b5c688a0c4cbfc9b75de75a](https://www.pdfdrive.com/diversity-culture-and-counselling-a-canadian-perspective.pdf)