

Trauma from Discrimination

Use below questions as applicable to discuss potential trauma resulting from discrimination, primarily focused on experiences of racial/ethnic trauma in people of color. A copy of these source pages should be sent to Independent Rater. Please discuss the following with all participants, using the N/A boxes as needed. This sheet is a tool; you do not have to read the questions verbatim. Notes for interviewer are italicized throughout.

Race (group society puts a person in based on their appearance) and ethnicity (person's culture based on their heritage) were answered on Page 102. Please review the answers and ensure they correspond with this interview.

"Some people have difficult experiences over a lifetime that are manageable individually, but together they lead to feelings of stress or trauma. I want to talk to you about some of your experiences of stress or trauma as it relates to your race or ethnicity. You may also have been discriminated against or mistreated for other reasons, such as your gender, sexual orientation, gender, age, disability, faith, or a combination of reasons."

Experiences of Overt Racism/Discrimination

"Can you share with me a time you were impacted by racism or other forms of discrimination? This could be something that someone else either said or did to you. I am especially interested in any experiences where you were concerned about your safety or the event was very upsetting."

If yes, describe below. If needed, examples could include harassment at work/school, victimization by law enforcement, incarceration, assault, medical issue, torture, etc. For multiple events, use another copy of this page.

 YES

 NO

Description of Event:

"How old were you when this happened?" _____

"How did you know this event happened due to your _____ <race/gender/etc.>?" *Be careful to not communicate doubt that this was in fact a racist/discriminatory event.*

"How upset were you by this experience?" *If distress was present: "Are you still upset by it?" Assess for degree and type of distress experienced (e.g., anger, depression, anxiety).*

"Did you fear for your life, health, or safety?" *If yes: In what way? Determine if experience was a trauma.*

"How did you cope with this experience?" *Assess for adaptive vs. maladaptive coping strategies.*

"Who in your life did you tell and how did they respond when you told them about this?" *Assess for availability and use of support system.*

Dates should be recorded as DD-MMM-YYYY (e.g., 07-JUN-2017).

Experiences of Racism/Discrimination Experienced by Loved Ones

“Can you share with me a time you were impacted by racism/discrimination as a result of something that happened to someone close to you?”

If yes, describe below. If needed, examples could include witnessing an assault or torture, murder, unexpected loss of a family member to life in prison, deportation, or sub-standard medical care, etc. If no, skip to next section. For multiple events, use another copy of this page.

 YES

 NO

Description of Event:

“How old were you when this happened?” _____

“What led you to believe this event happened due to their _____ <race/gender/etc.>?” *Be careful to not communicate doubt that this was in fact a racist/discriminatory event.*

“How upset were you by this experience?” *If distress was present: “Are you still upset by it?” Assess for degree and type of distress experienced (e.g., anger, depression, anxiety).*

“Did you fear for the life, health, or safety of your loved one?” *If yes: “In what way?” Determine if experience was a trauma.*

“How did you cope with this experience?” *Assess for adaptive vs. maladaptive coping strategies.*

“How did other people in your life react to this?” *Assess for availability and use of support system.*

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Experiences of Covert Racism/Discrimination

“Often minorities are the target of subtle or covert racist/sexist/heterosexist/discriminatory experiences, which we sometimes call microaggressions. Microaggressions include seemingly innocent or innocuous comments, subtle or dismissive gestures, and tones that send denigrating messages to a certain group (i.e., people of color, immigrants, women, LGBT people, minorities). Have you ever experienced something like this?”

YES
 NO

These incidents alone would not qualify for a PTSD diagnosis but may contribute to traumatization.

“How often would you say that you experience these?”

“Can you give me a recent example?”

“Can you give me another example?”

“Can you give me another example?”

“How stressful is it for you when these sorts of things happen to you?”

“How do you cope with these experiences?” *Assess for adaptive vs. maladaptive coping strategies.*

“Have you experienced any changes in your ability to manage microaggressions?”

Date Completed:

Clinician Signature:

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Extended Diversity Experiences Questions

1. Have you had at least a one-semester graduate course focused on multicultural counseling skills? How helpful did you consider it to be? If it was helpful, describe how you applied it in your professional work.
2. Have you had useful clinical supervision focused on issues surrounding race, ethnicity and culture? If so, how helpful did you consider it to be? If it was helpful, describe how it aided your professional work.
3. Have you prepared a written cultural conceptualization for a client that was evaluated by a knowledgeable supervisor?
4. Are you willing to address racial differences with clients early in therapy? Have you done this and if so, talk about any challenges and successes you had.
5. Do you feel competent to ask about, respond to, and support clients regarding their experiences of racism, oppression, and intersectionality? Have you done this and if so, talk about any challenges and successes you had.
6. Can you talk about white privilege and what it means to be white? If you identify as white and are willing to endorse it, please identify 3-5 areas of privilege you did not realize were a privilege of being white until you learned about white privilege.
7. Can you explain the impact of racial/ethnic identity development on the therapeutic alliance?
8. How many people of color have you seen consistently for at least 10 visits?
9. How would you respond if your non-white client said you were a racist? (I realize this question may require more context, but assume that the person believes that because you are either white or not the same race as they are, that you are racist; If you have an actual example you are willing to share, please do so).
10. Can you identify multiple sources of structural racism in your place of employment? (Note: I am not asking for you to share about MAPS – you do not have to identify if you are talking about a current place of employment or a past place of employment).