

Public Abstract

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Ph.D.

Counseling Psychology

Counselors' Multicultural Competencies: From Gender and Ethnicity Perspectives

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Graduation Term: Winter 2005

For more than two decades now, multicultural counseling competencies are emphasized in research, theory, training, and practice in psychology to maximize counseling efficacy. Previous research discovered how social desirability tends to confound counselors' self-perceived multicultural competence, which multicultural training helped to enhance. Still, counselors' perception of their own gender roles, ethnic backgrounds, and racial attitudes were absent in the training.

This dissertation examines how social desirability, respondents' race, gender, multicultural training, ethnic identity awareness, and color blind racial attitudes, influence counselors' self-perceived multicultural counseling competencies.

The dissertation collected, with web-survey, respondents of 338 counselors and counselor trainees, aged between 20 and 68 ( $M = 30.96$ ,  $SD = 9.37$ ). They were 279 females and 59 males, made of 231 White Americans, 26 Asian Americans, 20 African American, 20 Hispanics, and 40 of other racial backgrounds.

The dissertation applied hierarchical multiple regression analysis to investigate how social desirability, multicultural training experience, gender role perception, ethnic identity awareness, and color blind racial attitudes influenced respondents' self-perceived multicultural counseling competence.

The results were as follows. Social desirability significantly influenced respondents' self-perceived multicultural counseling competence, as measured by the Multicultural Counseling Inventory (not the Multicultural Counseling Knowledge and Awareness Scale). In general, the respondents' multicultural training experiences, gender role perception, ethnic identity awareness, and color blind racial attitudes did significantly contribute to their self-perceived multicultural counseling competence.

These results indicated the critical importance of multicultural training that might well focus on enhancing counselors' awareness of their own ethnic identities, flexible perceptions of gender roles, and color-blind acceptance of diverse racial identities.