



Mid-America (HHS Region 7)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Decolonizing Training and Supervision: Supervision Models and Cultural Adaptation

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DISCLOSURES

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Mid-America Mental Health Technology Transfer Center (MHTTC)

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- Awarded to UNMC's Behavioral Health Education Center of Nebraska (BHECN).
- Serves to align mental health services across Missouri, Iowa, Nebraska, and Kansas with evidence-based practice.

The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED
AND HOPEFUL

INCLUSIVE AND
ACCEPTING OF
DIVERSE CULTURES,
GENDERS,
PERSPECTIVES,
AND EXPERIENCES

HEALING-CENTERED/
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS
PARTICIPATING IN THEIR
OWN JOURNEYS

PERSON-FIRST AND
FREE OF LABELS

NON-JUDGMENTAL AND
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR
AND UNDERSTANDABLE

CONSISTENT WITH
OUR ACTIONS,
POLICIES, AND PRODUCTS



Announcements

This webinar is recorded.

<https://mhttcnetwork.org/centers/mid-america-mhttc/decolonizing-training-and-supervision-implementing-culturally-responsive>



Decolonizing Training and Supervision: Implementing a Culturally Responsive Model of Training

Part 1: Decolonizing Training and Supervision: Understanding the Role of Colonization and Historical Trauma in Behavioral Health Training

Part 2: Decolonizing Training and Supervision: Supervision Models and Cultural Adaptation

Part 3: Decolonizing Training and Supervision: Protection of Providers and Clinical Adaptation



Objectives

- Participants will review common supervision models, highlighting the absence of cultural integration.
- Participants will critique current supervision models, while discussing their potential to cause harm to supervisees.
- Participants will identify ways to apply the supervision models in a culturally adapted manner.



Overview

- About Us
- Overview of Supervision Models
- Videos: Person Centered and Bernard's Discrimination Model
 - Break-Out Rooms
 - Large Group Discussion
- Decolonization of the Supervision Models
- Closing with Q&A

About Us

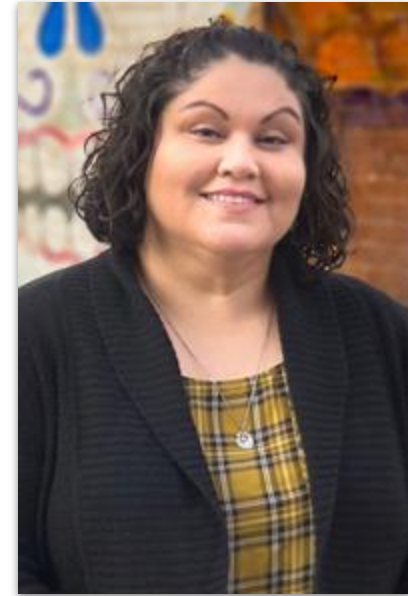
Dr. Anitra Warrior



Dr. Patty Cerda-Lizarraga



Dr. Belinda Hinojos



Overview of Supervision Models

Supervision in Clinical Training

Where did you learn how to do supervision? Is it guided by your model of therapy? Or by previous supervisors/mentors? Models of supervision?

Overview of the Supervision Models

Psychotherapy-Based Supervision Models

Developmental Models of Supervision

Integrative Models of Supervision

*Post-Colonial/Post-Modern/Decolonized

Frameworks in Supervision



Person-Centered Model of Supervision

Person-Centered Model of Supervision - Psychotherapy Based Model

Person-Centered Theory

- Client is the expert in their life, therapist provides space for self-exploration
- Emphasizes reflective listening, empathy, and acceptance



Person-centered supervision assumes that the supervisee has the resources to effectively develop as a counselor. The supervisor is not seen as an expert in this model, but rather serves as a “collaborator” with the supervisee.

Video 1 - Person-Centered Model of Supervision

Video 1A

Break-Out Rooms-10 mins

Large Group Discussion-10 mins

Video 1B



Bernard's Discrimination Model of Supervision

Bernard's Discrimination Model - Integrative Model

- Focus of supervision is intervention, conceptualization, and personalization
- Three possible roles of the supervisor, teacher, counselor, and consultant

(Bernard &
Goodyear, 2009)

Supervisor can respond from one of nine ways at any given time, response is specific to supervisee's needs, and not comfort of supervisor



Video 2: Bernard's Discrimination Model of Supervision

Video 2A

Break-Out Rooms

Large Group Discussion

Video 2B



Decolonization of the Supervision Models

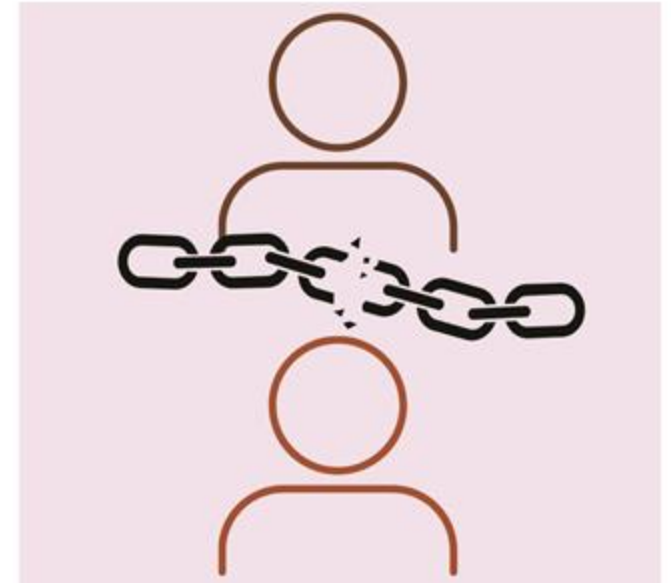
How might we unintentionally further colonize our supervisory spaces?

- Posture as supervisors
- Power over vs power with
- Self as supervisor (not sharing can impact that relationship)
- Space to express internalized -isms
- Should promote self-growth, self-awareness, self as a therapist

Decolonizing Supervision Models

- Intersectionality
- Power
- Relational Safety

(Hernandez & McDowell, 2010)



Supervisor Role in Decolonizing Supervision

Work to recognize bias

Reduce favoritism

Consider intersectionality,

Embrace diversity and backgrounds of supervisee,

Equity=based on uniqueness of supervisees and the resources they may need.

Self of Supervisor and Self-Awareness

Structural Awareness

Application to Supervision

**What
is the
supervisor
role in
decolonizing
supervision?**





Closing with Q&A

Why is this important for organizations, clinicians, and clients?

Call to Action:

How does this apply to your model of supervision?

Are there changes to your model of supervision based on today's content?

What could be taken back to your organization to enhance supervision models?

Upcoming Trainings

Part 3: Decolonizing Training and Supervision: Protection of Providers and Clinical Adaptation - Friday, September 15th, 2023

Save The Date: *Coming in November*

Decolonizing Training and Supervision: Implementing a Culturally-Responsive Model of Training

2-day, in-person conference

Omaha, NE

Weekly Consultations Available via Zoom

Thank You

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