

AAPC Statements on Anti-Racist Multicultural Competencies

2010

To be anti-racist multiculturally competent, AAPC must commit itself to a deep care for governance, policy, and training and clinical practice that is intentionally inclusive and through which members are willing to hear the pains of those who have been historically, intentionally, and systemically excluded and disadvantaged.

The process of becoming anti-racist multiculturally competent AAPC includes AAPC members' commitment to:

- a) examine racial and cultural identity formation of pastoral counselors and its implications in personal life and clinical practice;
- b) analyze critically how AAPC's training, certification, and accreditation standards may reflect racism and monoculturalism,
- c) engage in contextual and multicultural analysis of all governance, policy, and practices, and
- d) express explicit concern for managing differences and justice.

Furthermore, members of AAPC commit themselves to become anti-racist multiculturally competent pastoral counselors by embodying the following values:

- Anti-racist multiculturally competent pastoral counselors are committed to pursuing social justice and democratic ideals in which all persons are regarded as having equal worth regardless of identity markers, including but not limited to race, gender, age, sexual orientation, difference in ability, religion, language, and cultural or national origins.
- Anti-racist multiculturally competent pastoral counselors appreciate human diversity as a gift, not a barrier, and engage in the practice and training of pastoral counseling in order to serve peoples from diverse backgrounds by acquiring the attitudes, knowledge, and skills needed for competent clinical practice.
- Anti-racist multiculturally competent pastoral counselors acknowledge that the pastoral counseling movement in the United States has been significantly formed by White Anglo- Saxon Protestants and that AAPC's organizational structure, culture, governance, and public programs and documents have contributed to systemic exclusion of racial and cultural minorities.
- Anti-racist multiculturally competent pastoral counselors commit to bring about individual, organizational, and societal changes to undo the devastating effects of ever- evolving forms of racism and prejudice and are always alert for and responsive to persons and groups experiencing new or newly recognized forms of exclusion.
- Anti-racist multiculturally competent pastoral counselors engage in critical self-reflection about ourselves as well as the communities and societies to which we belong. Especially when we belong to dominant groups, multiculturally competent pastoral counselors acknowledge the privileges accorded to us by virtue of our identity and seek to distribute power equitably among all communities.

- Anti-racist multiculturally competent pastoral counselors commit to create a safe space where all persons can work through the painful realities and conflicts that arise out of the history of domination and subjugation and out of the differences we bring from our traditions.
- Anti-racist multiculturally competent pastoral counselors commit to seek justice “now” because we see the urgency of the individual, organizational and societal changes that must take place, and thus ask, “If not now, when?”