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National Cross-Cultural Counseling and  
Education Conference for Research, Action, and  
Change

2020 Program and Presentations

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Feb 7th, 7:30 AM

### 2020 Conference Program

National Cross-Cultural Counseling and Education Conference for Research, Action and Change

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**National Cross-Cultural Counseling and Education Conference  
for Research, Action, and Change**

February 7-8, 2020 • Embassy Suites and Hampton Inn & Suites  
605 West Oglethorpe Ave • Savannah, GA

## SCHEDULE AT A GLANCE

### FRIDAY, FEBRUARY 7

7:30 - 8:15 a.m.	Registration and Check-In
8:15 - 8:30 a.m.	Welcome and Introduction <i>Dr. Beth Durodoye, Chair, Planning Committee, Georgia Southern University</i> <i>Dr. Amy Heaston, Interim Dean, College of Education, Georgia Southern University</i>
8:30 - 10:00 a.m.	<a href="#">Keynote Presentation</a> • Dr. William Cross Jr., “How the Slave Community Was Able to Socialize Infants”
10:15 - 11:30 a.m.	<a href="#">Session One Breakouts</a>
11:30 a.m. - 1:00 p.m.	Lunch on Your Own • Explore Savannah!
1:00 - 2:15 p.m.	<a href="#">Session Two Breakouts</a>
2:30 - 3:45 p.m.	<a href="#">Session Three Breakouts</a>
4:00 - 5:15 p.m.	<a href="#">Session Four Breakouts</a>
5:30 - 6:30 p.m.	Grad After Hour Event

### SATURDAY, FEBRUARY 8

7:30 - 8:00 a.m.	Registration and Check-In
8:00 - 8:15 a.m.	Welcome and Introduction
8:15 - 9:45 a.m.	<a href="#">William Cross Jr. Lecture Series</a> • Dr. Hollie L. Jones, “This is Us: Intersectionality, Culture and the Legacy Black Identity Theory”
10:00 - 11:15 a.m.	<a href="#">Session Five Breakouts</a>
11:45 a.m. - 1:00 p.m.	<a href="#">Session Six Breakouts</a>

## CONFERENCE STRANDS

<b>Ethical Issues in Professional Counseling</b>	Session topic focuses on ethical standards and issues related to multicultural competencies in professional counseling.
<b>Social Change, Leadership and Advocacy</b>	Session topics highlight the need for change related to social justice advocacy or the role of leadership in advocacy efforts.
<b>Practice, Strategies, Techniques and Interventions</b>	Session topic highlights programs, initiatives and strategies that serve as catalysts for positive social change across a variety of settings.
<b>Research and Theory</b>	Session topics may highlight a specific research project, or discuss a multicultural theory or framework and its application in a specific setting.
<b>Teaching, Training and Supervision</b>	Session topics emphasize pedagogy and provide strategies for teaching training and supervising individuals across a variety of settings, in the area of multicultural competency in counseling or education.
<b>Identity Formation</b>	Session topics focus on the development of cultural identities (e.g., race, ethnicity, gender, spirituality, social class, sexual orientation, etc.).

## FRIDAY, FEBRUARY 7

<b>7:30 - 8:15 a.m.</b>	<b>Registration and Check-In</b>
<b>8:15 - 8:30 a.m.</b>	<b>Welcome and Introduction</b>
<b>8:30 - 10:00 a.m.</b>	<b>Keynote Presentation</b>
	<p><b>How the Slave Community Was Able to Socialize Infants</b>  <i>William Cross Jr., Ph.D., University of Denver</i></p> <p>During emancipation, a goodly number of ex-slaves quickly demonstrated strong personalities which could only be explained by their having been properly [competently] raised as children. In this lecture, Cross will demonstrate how even under impossible conditions, slaves found ways to raise children to be decent human beings. For example, on large plantations, there were nurseries!</p>
<b>10:00 - 10:15 a.m.</b>	<b>Break • Visit Exhibitors</b>
<b>10:15 - 11:30 a.m.</b>	<b>Session One Breakouts</b>
Ethical Issues in	<b>Spirituality, Counseling and Ethics</b>

Professional Counseling	<p><i>Pamela Wells, Ph.D., LPC, NCC, ACS, Georgia Southern University</i>  <i>Rebekah Grohn, M.S., Georgia Southern University</i></p> <p>Counselors often wish to explore spirituality and religion with their clients. However, it's important for counselors to do this ethically and professionally. When and how counselors talk with clients about spirituality and religion can often feel ethically ambiguous. In this interactive workshop, participants will examine their own values, ethics and morals as well as the American Counseling Association Code of Ethics.</p>
Identity Formation	<p><b>Understanding and Supporting the Transition of Marginalized Students Entering College</b>  <i>Taylor Sweet, M.A., RMHCI, Rollins College</i>  <i>Barb dos Santos, M.Ed. Candidate, Rollins College</i>  <i>Meagan Seago, M.Ed. Candidate, Rollins College</i>  <i>Derrick Paladino, Ph.D., LMHC, NCC, Rollins College</i></p> <p>Although all new college students experience adjustments and transitions, marginalized students entering a majority-populated campus may encounter additional obstacles. This presentation will explore the collegiate ecological system's impact on this transition and the potential mental health issues that arise. Exploring both domestic-minority and international students, we will discuss struggles, strengths and offer insight into counseling approaches and campus supports.</p>
Social Change Leadership and Advocacy	<p><b>Safety First: Minority Individuals' Perception of Safety as Influenced by News Media</b>  <i>Bianca Augustine, Ph.D. Candidate, CCTP, Old Dominion University</i>  <i>Narketta Sparkman-Key, Ph.D., HS-BCP, Old Dominion University</i></p> <p>This session will detail an original phenomenological study examining minority university students' perceptions of safety and how they perceived the news media to have influenced their feelings of safety. The research process, findings and conclusions will be discussed, as will the ways in which the counseling community can better support minority individuals who feel unsafe.</p>
Practice, Strategies, Techniques and Interventions	<p><b>Mine, Yours and Ours: Examining Diversity and Tolerance Through Multicultural Literature</b>  <i>Melissa Comer, Ed.D., Tennessee Tech University</i>  <i>Kathy Brashears, Ed.D., Tennessee Tech University</i></p> <p>Literature has the power to connect us, to serve as a reflection of who we are and can be. This session will examine how multicultural literature and interactive strategies can address diversity and promote tolerance. Throughout, we will explore varied cultures, encourage appreciation of all people, and build the "democracy of the intellect."</p>
Teaching Training and Supervision	<p><b>How to Cultivate Culturally Competent Counselors: Integrated Curiosity Supervision Model</b>  <i>Amber Haley, Ph.D. Candidate, LPC (TX), LCDC-I (TX), NCC, University of Central Florida</i>  <i>Gelawdiyos Haile, Ph.D. Candidate, RMHCI, University of Central Florida</i></p>

	<p><i>Ann Shillingford, Ph.D., NCC, University of Central Florida</i></p> <p>For decades, researchers and counselor-educators have emphasized the importance of developing counselors prepared to serve a diverse society. However, there is still much debate around which factors cultivate culturally competent counselors. Fostering curiosity in the supervisory relationship may assist with cultural openness, clinical exploration, counselor self-regulation and strengthen the working alliance for improved supervision and therapeutic outcomes.</p>
Research and Theory	<p><b>Examining the Lived Experiences of African-American Supervisees in Cross-Racial Supervisory Relationships</b>  <i>Brittany Williams, Ph.D. Candidate, NCC, James Madison University</i></p> <p>The central purposes of supervision are to foster the supervisee’s professional development and to ensure client welfare. It is imperative for White supervisors to have a clear understanding of their own personal awareness, knowledge and skills in relation to multiculturalism when working with African-American supervisees. This presentation will highlight approaches to cross-racial supervision that can improve supervisors’ cultural understanding.</p>
<b>11:30 a.m. - 1:00 p.m.</b>	<b>Lunch on Your Own • Explore Savannah!</b>
<b>1:00 - 2:15 p.m.</b>	<b>Session Two Breakouts</b>
Ethical Issues in Professional Counseling	<p><b>Ethical Consideration Beyond White Fragility</b>  <i>Leon Spencer, Ed.D., LPC, NCC, CPCS, MAC, Georgia Southern University</i>  <i>Lutricia Callair, M.Ed., LCSW, MSW, Clinic for Healing and Wellness</i></p> <p>This workshop will explore questions of why it is often so hard for White people to have honest conversations about race and racism in the U.S. today, and how this difficulty in engaging with race and racism can manifest itself in the counseling session or the classroom in harmful ways—often in combination with intersecting issues related to gender and sexuality. The workshop will utilize interactive exercises, lecture, and discussion to examine professional and ethical issues involved in working with empowering, bridging and connecting with clients across racial identities.</p>
Identity Formation	<p><b>You Good?: Promoting Resiliency Through Mentorship for LGB People of Color</b>  <i>Corey Fitzgerald, M.Ed., NCC, Brown University</i>  <i>Simone Banks, M.Ed., LPCA, Sugar Creek Charter High School</i></p> <p>As mental health clinicians have become more socially aware, we have found that the intersecting identities of LGB and people of color (POC) often collide in many ways. Research shows that POC and the LGB community report psychological distress, financial instability, low school retention rates, and the opposing feelings of not fitting into one set identity or feeling forced to choose between the two, to name a few. These symptoms manifest themselves in anxiety and depression among adolescents and young adults. With such alarming statistics, it becomes important for academic institutions to find ways to bolster this often unexamined population. Fortunately, studies have shown favorable support for mentorship for these</p>

	<p>intersecting identities in that it builds resiliency, reduces stress and increases academic self-efficacy. In this session, we will discuss barriers that LGB POC face within academic settings, why we believe that mentorship is the first step in addressing these barriers, and ways academic institutions may respond to this growing concern.</p>
Social Change Leadership and Advocacy	<p><b>The Not-So-Incredibles: Marginalization of Black Families</b>  <i>Ann Shillingford-Butler, Ph.D., NCC, University of Central Florida</i>  <i>Richelle Joe, Ph.D., NCC, ACS, University of Central Florida</i>  <i>S. Kent Butler, Ph.D., LPC, NCC, NCSC, University of Central Florida</i></p> <p>The Incredibles, a superhero film, depicts a family forced to hide their super powers due to fear from the public. The family maintains their secret identities while living everyday lives. Black families and individuals are no strangers to “masking” their true identities. This presentation will focus on the parallel existence of those who are marginalized and the harsh realities of society’s cultural insensitivities.</p>
Practice, Strategies, Techniques and Interventions	<p><b>“Get Over It”: How Past Cultural Traumas Get Transmitted to Future Generations</b>  <i>Samuel Sanabria, Ph.D., LMHC-FL, NCC, AASECT, Rollins College</i>  <i>Sarah Moore, M.A. Candidate, Rollins College</i>  <i>Cory Walsh, M.A. Candidate, Rollins College</i></p> <p>Current research on the genetic transmission of memories is providing new insights into the long-term effects that historical cultural trauma (i.e., slavery, internment camps and holocaust) has on people of color today, and how we can expect future generations to be impacted. We will discuss what these new findings will mean to our work as counselors and social change agents.</p>
Teaching Training and Supervision	<p><b>It Starts with a Journey: Study-Abroad as a Catalyst for Building Multicultural Competencies</b>  <i>Gundolf Graml, Ph.D., Agnes Scott College</i>  <i>Elaine Meyer-Lee, Ed.D., Harvard University</i></p> <p>As part of Agnes Scott College’s Summit program, all first-year students take a required global learning course that includes a one-week, faculty-led study abroad experience. In preparation for this travel experience, students engage in a series of intentional reflection activities centering on identity and multicultural understanding. We will give an overview of the program, discuss several case studies, and help participants to brainstorm ways for implementing similar programs at their home institutions.</p>
Research and Theory	<p><b>Life After Loss: Grief Recovery Group Counseling Through a Cultural Lens</b>  <i>Kiersten Hawes, Ph.D. Candidate, LPC (TN), NCC, University of Memphis</i></p> <p>Grief is considered to be a universal phenomenon that accompanies the human experience. However, the expression and experience of grief can vary across gender, race/ethnicity, socio-economic status and geographic location. This session will uncover shared cultural themes, coping strategies, therapeutic techniques and interventions, and cross-cultural considerations that emerged from grief recovery</p>

	group counseling with African-American adults.
<b>2:15 - 2:30 p.m.</b>	<b>Break • Visit Exhibitors</b>
<b>2:30 - 3:45 p.m.</b>	<b>Session Three Breakouts</b>
Ethical Issues in Professional Counseling	<p><b>Ethical and Effective Cross-Cultural Mentoring</b>  <i>David Ford, Ph.D., LPC (NC), NCC, ACS, Monmouth University</i>  <i>Sunanda Sharma, Ph.D. Student, Montclair State University</i>  <i>Steven Taragano, M.S. Candidate., Monmouth University</i>  <i>Taylor Garley, M.S. Candidate, Monmouth University</i></p> <p>As counseling programs become more diverse, cross-cultural mentoring will occur and will lead to better student outcomes. This presentation will detail the experiences of three master's students—that have been mentored by a faculty member who is culturally different—and will give the participants ways to support students through cross-cultural mentoring. Sections F.8. and F.11.c. of the ACA Code of Ethics will be discussed.</p>
Identity Formation	<p><b>The Intersectionality of Rurality and Race: Increasing Knowledge and Equitable Practices</b>  <i>Elise Cain, Ph.D., Georgia Southern University</i></p> <p>All people are recipients of dominant cultural messages about the meaning of rurality. The intersectionality of place-based and race-based identities, moreover, influence the experiences of rural individuals. This presentation will provide a review of literature, recommendations and a forum for discussion on these topics as starting points for better understanding and assisting this population.</p>
Social Change Leadership and Advocacy	<p><b>Exploring Mentorship in the Counseling Profession: Development of Minority Females</b>  <i>Galaxina Wright, Ph.D. Candidate, University of Central Florida</i>  <i>Brehannah Hilaire, Ph.D. Candidate, RMHCI, NCC, University of Central Florida</i>  <i>Michelle Sullivan, Ph.D. Candidate, RMHCI, University of Central Florida</i></p> <p>This presentation will review the limited mentorship during the transition of counselor career paths for female counselors of color. It will describe the various processes within the counseling field, both towards licensure and academic pursuits. This presentation will be focused towards minority females within the counseling profession seeking mentorship, as well as seasoned counselors who are looking to mentor others.</p>
Practice, Strategies, Techniques and Interventions	<p><b>Culturally Responsive College Application Advising and Completion for Immigrant and Undocumented Students</b>  <i>Diana Camilo, Ed.D., LPC-IL, NCC, University of Mississippi</i></p> <p>This presentation will examine the implication of implementing culturally responsive pathways to college for immigrant and undocumented students. An overview of outcomes for counselors, or those supporting students in the college application process in order to go beyond the traditional practice of application completion and</p>

	college enrollment, will be provided.
Teaching Training and Supervision	<p><b>Race in Predominantly White Schools: Implications for School Counselors and Counselor Educators</b>  <i>Katelyn Richey, Ph.D., LPC, NCC, Lindsey Wilson College</i>  <i>Quentin Hunter, Ph.D., LPCA (KY), NCC, Lindsey Wilson College</i>  <i>Chris Baxter, Certified School Counselor, North Carolina State University</i></p> <p>We will discuss our study of school counselors utilizing critical race and whiteness theories. In the study, seven participants were interviewed from predominantly White schools on the topic of discussing race. Six broad themes gathered from the data will be discussed: lack of knowledge, exposure, prevalence, avoidance, tolerance/competence and counselor roles. Considerations for counselor education programs will be examined.</p>
Research and Theory	<p><b>Counselor Trainee Disability Competence: Implications for Training and Practice</b>  <i>Melissa Deroche, Ph.D., LPC (AL, LA, and AR), LMFT (LA), ACS, NCC, Troy University</i></p> <p>Individuals with disabilities (IWDs) comprise 12.8% of the U.S. population and their number is expected to increase. However, inadequate attention has been given to IWDs in multicultural training and research. The presentation will discuss the design and results of the presenter’s quantitative study which examines counselor-trainee disability competence and inclusion of IWDs in multicultural coursework. Implications for training and practice guidelines will be addressed.</p>
<b>3:45 - 4:00 p.m.</b>	<b>Break • Visit Exhibitors</b>
<b>4:00 - 5:15 p.m.</b>	<b>Session Four Breakouts</b>
Ethical Issues in Professional Counseling	<p><b>Ethical and Cultural Implications of Counselor Self-Care</b>  <i>Quiteya Walker, Ph.D., CRC, NCC, Winston-Salem State University</i>  <i>Annie Lewis, Ed.D., CRC, Albany State University</i>  <i>Carolyn W. Rollins, Rh.D., CRC-Retired, NCC, Retired</i>  <i>Chantel Johnson, B.S., Georgia Southern University</i></p> <p>Counselor responsibilities and expectations continue to expand causing professionals to experience feelings of being overwhelmed and stressed. Novoteny notes cultural differences influence both the perception of stressors and manifestations of strain. The ACA Code of Ethics states that counselors should “engage in self-care activities.” This presentation will discuss the cultural and ethical implications for self-care and highlight self-care strategies.</p>
Identity Formation	<p><b>Education and Aspiration of African-American Students in Rural South Georgia</b>  <i>Meca Williams-Johnson, Ph.D., Georgia Southern University</i>  <i>Kelly Childers, Ed.S. Candidate, Georgia Southern University</i></p> <p>Research indicates that the social and historical context of a community influences students’ aspirations and actions to prepare for life after high school graduation.</p>



	<p>This is particularly the case in rural counties where there are limited opportunities for jobs. This presentation will examine the influence of the rural context on African-American students' choices for post-secondary options.</p>
<p>Social Change Leadership and Advocacy</p>	<p><b>When They See Us: Experiences of Black Males Navigating Predominantly White Institutions</b>  <i>Warren Wright, M.Ed., LPC-Intern, NCC, Texas A&amp;M University</i>  <i>Paris Lawrence, M.Ed. Candidate, University of Georgia</i></p> <p>The purpose of this presentation is to examine the Black male experience at predominantly White institutions, and discuss empirically-based strategies to best support them. In addition, the presentation will aim to create a dialogue and foster reflection on the ways power and oppression lead to distress for Black males in higher education. Participants who attend this session will learn ways in which they can serve as leaders and utilize advocacy to transform spaces in higher education.</p>
<p>Practice, Strategies, Techniques and Interventions</p>	<p><b>Exploring the Double-Bind: Resiliency of Women of Color in STEM Programs</b>  <i>C. Peeper McDonald, Ph.D., LPC (GA), ACS, NCC, Mercer University</i>  <i>Kristin Sylvester, M.S. Candidate, Mercer University</i></p> <p>Institutions of higher education offer opportunities for professional and personal development. However, higher education can be accompanied by multiple stressors. This presentation will explore a quantitative analysis of the relationship between resilience and experienced micro-aggressions. Resiliency characteristics allow for the identification of traits and behaviors that underscore wellness. Implications for counseling and educational practice will be discussed.</p>
<p>Teaching Training and Supervision</p>	<p><b>Beyond Cultural Competency: Navigating Acculturation Challenges with Latinx Families</b>  <i>Mishelle Lockerby, M.A., LPCA (NC), LCAS-A, The Art of Therapy Center, Thompson Child and Family Focus</i></p> <p>Growth of the Latinx population in the U.S. requires that community stakeholders adapt practices to meet the needs of recent immigrants, particularly children coming from underprivileged backgrounds in their country of origin; these children are at increased risk of maltreatment due to the stress of migration and acculturation. Providers require an understanding of the impact that migration and acculturation has on families.</p>
<p>Social Change Leadership and Advocacy</p>	<p><b>Faculty Ally: Risks and Rewards of Advocating for Trans Students</b>  <i>Karen Cathey, Ph.D., LPC-S, ACS, Mississippi College</i></p> <p>Advocacy is an expected role of counselor educators, as indicated in the ACA Advocacy Competencies. Advocacy is even more critical when done on behalf of students who are members of a marginalized group, like students in the transgender community. These negative experiences impact how trans students evaluate counseling programs and the counseling profession. Faculty acting as allies to trans students can help. But, advocating on behalf of trans students within your</p>

	educational institution comes with both risks and rewards that must be considered and understood when undertaking this much-needed role to foster a more inclusive educational environment for all students.
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**SATURDAY, FEBRUARY 8**

<b>7:30 - 8:00 a.m.</b>	<b>Registration and Check-In</b>
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<b>8:00 - 8:15 a.m.</b>	<b>Welcome and Introduction</b>
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**8:15 - 9:45 a.m. William Cross Jr. Lecture Series**

	<p><b>This is Us: Intersectionality, Culture and the Legacy of Black Identity Theory</b>  <i>Hollie L. Jones, Ph.D., City University of New York</i></p> <p>Black identity theory is a tool for understanding identity complexity and how it is enacted when navigating spaces where identity fluidity is questioned. This presentation examines identity complexity by examining the relationship among intersectionality, culture, and black identity theory. Implications for training the next generation of theorists, researchers, and practitioners to expand black identity theory will also be discussed.</p>
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<b>9:45 - 10:00 a.m.</b>	<b>Break • Visit Exhibitors</b>
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**10:00 - 11:15 a.m. Session Five Breakouts**

Identity Formation	<p><b>Body Image and Sexuality: A Closer Look at Men</b>  <i>PaQuita Pullen, Ph.D. Candidate, LPC-MHSP (TN), NCC, Trevecca Nazarene University</i></p> <p>Previous research conducted on body image and sexuality has been hyper-focused on non-Hispanic, White women and college-aged women, leaving much to be unknown about body image and sexuality among men. Current research trends suggest that men are feeling more pressure to attain an ideal body type characteristic of high muscularity. In the absence of this ideal body type, there is an increased risk for body dissatisfaction or negative body image.</p>
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Social Change Leadership and Advocacy	<p><b>Transgender Advocacy in K-12 and Post-Secondary Environments</b>  <i>Phyllis Robertson, Ph.D., Western Carolina University</i>  <i>Alex Bass, M.S., Western Carolina University</i>  <i>Yancey Gulley, Ph.D., Western Carolina University</i></p> <p>For most K-12 schools and institutions of higher education, the challenge to support transgender students has been a slow, arduous process. Knowing what has been successful can pave the way for others to meet the needs of transgender students. Participants will learn the process and impediments of</p>
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	<p>implementing equality policies in K-12 schools and institutions of higher education in North Carolina.</p>
Practice, Strategies, Techniques and Interventions	<p><b>Cultural Responsiveness in Education and Counseling: Strategies and Interventions with Multiracial Individuals</b>  <i>C. Peeper McDonald, Ph.D., LPC (GA), ACS, NCC, Mercer University</i></p> <p>With the extreme growth of people who identify as Biracial or Multiracial, it is evident that their unique experiences need to be better understood, especially within educational settings and the counseling profession. As a result, this presentation will illustrate culturally responsive strategies when working with Multiracial individuals in these settings to underscore competent practice.</p>
Social Change Leadership and Advocacy	<p><b>Courageous Conversations in Counseling About Race</b>  <i>Arleezah Marrah, Ph.D., Liberty University</i>  <i>Nivischi Edwards, Ph.D., Liberty University</i>  <i>Ann Shillingford-Butler, Ph.D., NCC, University of Central Florida</i>  <i>Kimberly Harris, M.A., Liberty University</i></p> <p>This session will serve as a courageous conversation for counselors, counselor educators, site supervisors and graduate students. How can we be comfortable having uncomfortable conversations about race and culture? This session will explore the topic of cultural humility in the counseling relationship, including an introduction to the courageous conversations protocol.</p>
Research and Theory	<p><b>Culturally-Infused Optimal Recovery: A Developmental Wellness Approach</b>  <i>Gelawdiyos Haile, Ph.D. Candidate, RMHCI, University of Central Florida</i>  <i>S. Kent Butler, LPC, NCC, NCSC, University of Central Florida</i>  <i>Amber Haley, Ph.D. Candidate, LPC (TX), LCDC-I (TX), NCC, University of Central Florida</i></p> <p>Active substance abuse impacts every aspect of an individual's life, most often resulting in a lower quality of life (QOL). Current treatment approaches may ineffectively focus on relapse prevention and place minimal attention on enhancing clients' lives. This presentation will share techniques that refuel diverse clientele suffering from substance abuse issues and help clients improve their coping skills and QOL.</p>
<b>11:15 - 11:45 a.m.</b>	<b>Break • Visit Exhibitors</b>
<b>11:45 a.m. - 1:00 p.m.</b>	<b>Session Six Breakouts</b>
Social Change Leadership and Advocacy	<p><b>Becoming the Movement: Counselors Advocating for Social Justice</b>  <i>Karla Sapp, Ed.D., LPC (GA), LMHC (FL), NCC, CCMHC, MAC, CPCS, U Matter Consulting and Counseling</i></p> <p>Within the counseling profession, many find themselves acting in dual roles. Change Agent and Advocate are just two of the roles counselors find themselves adding as they recognize that their clients, organizations and/or the communities in which they live need more than what counseling alone can provide. This session</p>

	<p>will explore how today's counselors can be part of a growing movement for social justice advocacy. It will further explore how advocacy can be influential in macro systems, including political leadership, advocacy for the counseling profession, advocacy for systems that support people that experience oppression, and defining ally skills.</p>
<p>Social Change Leadership and Advocacy</p>	<p><b>Reducing Implicit Bias: Strategies for Educators, Counselors and Higher Education Administrators</b>  <i>Tylon Crook, Ph.D., LSC, NCC, Walden University</i></p> <p>This presentation will highlight implicit bias within K-16 educational settings. Implicit bias and how it manifests will be explored, including an examination of how it can negatively impact the academic, career and personal/social development of students. Strategies that educators, counselors and higher education administrators can employ to reduce implicit bias within their respective settings will be put forward.</p>
<p>Practice, Strategies, Techniques and Interventions</p>	<p><b>The Role of Substance Abuse and Psychological Well-Being of Adolescents: Implications for Guidance and Counseling in Nigeria</b>  <i>Daniel Haruna, M.S., NPA, University of Abuja</i>  <i>Victoria Adikwu, Ph.D., CASON, CON, NSEP, NITRC, STAN, University of Abuja</i></p> <p>Substance abuse was once an issue treated with secrecy by those who use and abuse them. But today, students in schools now boast of abusing substances. Young people sampled from the eastern part of the country reported that they started drinking between ages 11 and 20, while those sampled from the southern part of the country reported “14 years or below” as the age of initiation into drug use. This presentation will offer research that seeks to address the possible effects of substance abuse on adolescents’ and young adults’ psychological well-being.</p>
<p>Teaching Training and Supervision</p>	<p><b>Power and Privilege: A Pedagogical Approach for Multicultural Counseling Without Perpetuating Stereotypes</b>  <i>Bianca Augustine, Ph.D. Candidate, CCTP, Resident in Counseling (VA), Old Dominion University</i>  <i>Jordan Pearce, Ph.D. Candidate, Old Dominion University</i></p> <p>This presentation will explore the use of a systems-based pedagogical approach and offer creative methodologies for teaching multicultural counseling courses. As current diversity pedagogy can unintentionally perpetuate stereotypes, this pedagogical method examines social systems, power differentials and intersectionality to provide a holistic approach to multicultural counseling courses. Current literature, assignment ideas and best practices will be provided through discussion and activities.</p>