

DARBY, TIFFANY M., Ph.D., December 2014

Counseling and
Human Development
Services

WHITE CTS' AND WHITE SUPERVISORS'
EXPERIENCES OF CROSS-RACIAL/ETHNIC COUNSELING SUPERVISION
(221 pp.)

Co-Directors of Dissertation: Martin Jenicus, Ph.D.
Cynthia J. Osborn, Ph.D.

The purpose of this phenomenological study was to examine the practicum supervision experiences of mono-racial supervision of cross-racial/ethnic counseling. The research questions were: (1) What are the perceptions and experiences of White CTs and White supervisors when the clients' racial/ethnic identity differs? (2) How have the experiences of the supervision of cross-racial/ethnic counseling impacted the practice of counselors/trainees/supervisors? Eighteen participants (9 CTs and 9 Supervisors) completed two semi-structured individual interviews. The interviews were transcribed by the researcher and then analyzed using Giorgi's (2009) descriptive phenomenological method. Themes derived from data analysis suggest common experiences during the supervision of cross-racial/ethnic counseling, grouped into five major categories. The themes are: (1) When discussions of race/ethnicity occur in mono-racial supervision, awareness of cultural influence is raised and needs are identified, (2) When race/ethnicity is not made a priority in mono-racial supervision, needs of CTs are not met and other cultural influences appear more important, (3) CTs participating in mono-racial supervision have concerns about (a) their ability to address differences with clients, (b) client perceptions of working with a White CT, and (c) the supervisor's response, (4)

Supervisors conducting mono-racial supervision focus on (a) observing CTs, (b) the feedback and (c) directives he or she provides CTs, (5) Supervisors and CTs engaged in mono-racial supervision have experiences that affect their practice either positively or negatively. Findings have implications for the practice and research of multicultural counseling, counselor supervision and counselor education.