

**Multicultural and Ethical Issues in Supervision**  
**An Advanced Training Seminar for Counselors, Social Workers and**  
**Chemical Dependency Counselors**

*Friday, September 5, 2008*

*8:45 a.m. to 4:15 p.m.*

*Joseph Building Room 206*

*Xavier University*

*1024 Dana Avenue*

*Cincinnati, Ohio 45229*

*6 contact hours*

**Presenters: Dr. Rhonda Norman and Dr. Bill O'Connell**

**8:15 a.m. to 12 p.m.:**                    **Cross Cultural Supervision: "How to do it"**

Our workplaces are continually experiencing greater diversity in race, ethnicity, gender, sexual orientation and religion. Attending to multicultural considerations in counseling is no longer a side issue, but now a necessary ingredient to practice competent counseling. It is imperative that supervisors of counseling or therapy are able to acknowledge and guide analyses of the cross cultural interactions of supervisor, supervisee dyad, along with supervisee, client dyad. As the result of attending this session, participants will:

- Be exposed to major models of supervision
- Gain a greater understanding of multicultural competencies
- Assess one's own multicultural supervisory competencies
- Learn strategies for effective cross cultural supervision
- Develop an action plan to implement in the workplace

12 p.m. to 1 p.m.                    Boxed Lunch provided

**1 p.m. to 4:15 p.m. :**                    **Ethics in Action: Strategies for Supervisors**

Continuing discussions from the morning session, participants will further examine cross cultural issues from an ethical framework. Many supervisors serve dual roles as administrative and clinical overseer. In this session, we will focus on the evaluation of supervisees including methods of discussing supervisee deficits that may impact client welfare. Using a case study approach participants will:

- Examine supervisor identity in the context of organizational identity
- Discuss ethical dilemmas for the dual role of supervisor and administrator
- Learn strategies to reduce risk to the supervisor, counselor and client

Continuing Education Credit

Xavier University is a Continuing Education Provider for the Ohio Counselor, Social Worker and Marriage and Family Therapy Board. Counselor Provider: URCX49112. Social Work Provider: RSX058918. Registration for approval has been filed with the Ohio Credentialing Board to approve 6 Registered Clock Hours (RCH)

Certificates will be available at the end of the workshop. Participants are required to sign in and sign out to receive CEU, RCH credit.



**Dr. Rhonda Norman** is Clinical Coordinator for the Xavier University Department of School and Community Counseling. She is a professional clinical counselor with supervision endorsement and a certified chemical dependency counselor with supervision endorsement. She has over seventeen years of clinical counseling, consultation and supervision experience within employee assistance, college counseling, addictions, and family and adolescent services. Dr. Norman's past experience includes Employee Assistance Consultant for Health Alliance of Cincinnati, Employee Assistance Counselor with Bethesda Concern EAP, a Staff Counselor with Xavier University Health & Counseling Center, Alcohol & Drug Counselor Talbert House DUI program and an in-home Family Counselor with Light House Youth Services. Dr. Norman is past president of the Ohio Association for Multicultural Counseling and Development.



**Dr. Bill O'Connell** is Associate Professor in the Xavier University Department of School and Community Counseling. He is a professional clinical counselor with supervision endorsement, a licensed independent chemical dependency counselor and a licensed social worker. He has over twenty years of clinical counseling, consultation and supervision experience within crisis intervention, alcohol and drug treatment, community mental health and private practice. Dr. O'Connell's past experience includes Assistant Clinical Director for Talbert House, clinical consultant to Christ Hospital Pain Management Team, and therapist for the Clermont Counseling Center and Care Unit Hospital. Dr. O'Connell is president of the Ohio Counseling Association and a board member of the Greater Cincinnati Counseling Association.

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**Make check payable to: Dr. Rhonda Norman**

**Return to:** Dr. Rhonda Norman, 3800 Victory Parkway, ML 6612, Cincinnati, Ohio 45207. You may send information to [connell@xavier.edu](mailto:connell@xavier.edu) and forward a check in mail. We do not accept credit card payments.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

\*Confirmation will be sent via e-mail

Agency Name: \_\_\_\_\_ Job Title: \_\_\_\_\_

License: PCC PC LISW LICDC

Please postmark on or before August 29th and pay **\$115**, after August 29<sup>th</sup> pay **\$140**. Full refund available minus \$10 administrative fee with 1 week notice prior to September 5<sup>th</sup>.

Limited to 30 paid registrations.

Preferred boxed lunch:

Turkey Ham Roast Beef Chicken Salad Vegetarian