

UNIVERSITY OF TEXAS TYLER

Course Information

Course Title: **Cultural Diversity & Advocacy**

Course Number/Section Number: **COUN 5324**

Course Format & Time: **Monday 11:00 a.m. – 1:45 p.m., BEP 215**

Instructor Information

Instructor Name: Randall M. Moate, Ph.D. LPC, Associate Professor

Instructor Contact Information: rmoate@uttyler.edu, office: (903) 565-5747

Instructor Office Hours: Contact the instructor as needed

Course Catalog Description: Examines client diversity with respect to ethnographic, demographic, and status variables, and challenges culturally biased assumptions which influence the provision of mental health services.

Course Prerequisites: N/A

Course Learning Objectives: After Mental health clinicians and clinicians-in-training encounter a wide range of cultures as they practice in diverse societies. This course is an invitation for students to grow in awareness of their own cultural backgrounds and biases as well as to explore other cultural patterns different from their own. Skills that aid in working in a culturally diverse client setting will be surveyed.

*Each learning outcome will be assessed with written assignments, role play, class discussions, and/or participation.

Required Text:

- Sue, D. W., & Sue, D. (2021). *Counseling the culturally diverse: Theory and practice* (8th ed.). Hoboken, NJ: John Wiley & Sons.

Note: A student at UT-Tyler is not under any obligation to purchase a textbook from a university-affiliated bookstore. The same textbook may also be available from an independent retailer, including an online retailer.

2016 CACREP Standards Addressed:

- 2.F.1.i. ethical standards of professional counseling organizations and credentialing bodies, and applications of ethical and legal considerations in professional counseling
- 2.F.2.a. Social and Cultural Diversity: multicultural and pluralistic characteristics within and among diverse groups nationally and internationally
- 2.F.2.b. theories and models of multicultural counseling, cultural identity development, and social justice and advocacy

- 2.F.2.c. multicultural counseling competencies
- 2.F.2.d. the impact of heritage, attitudes, beliefs, understandings, and acculturative experiences on an individual's views of others
- 2.F.2.e. the effects of power and privilege for counselors and clients
- 2.F.2.f. help-seeking behaviors of diverse clients
- 2.F.2.g. the impact of spiritual beliefs on clients' and counselors' worldviews
- 2.F.2.h. strategies for identifying and eliminating barriers, prejudices, and processes of intentional and unintentional oppression and discrimination

Course Policies

Attendance: While it is strongly recommended that you do not miss any classes, you are permitted to miss one class (2.5 hours) with no penalty. If you are going to miss a class, it is expected that you will notify the professor ahead of time. With a second absence you will receive a one-letter grade deduction from your final grade in the course (e.g., A → B) *unless you write a letter to the instructor that explains extenuating circumstances for both absences*. With your letter you should include documentation that substantiates your extenuating circumstance. The instructor will then decide if both the first and the second absences are excusable. Each subsequent absence will result in the drop of a letter grade.

Class Punctuality: Students are expected to attend classes on time. Late behavior in excess of one class will result in *a loss of participation points for each incident*. In addition to a loss of participation points, students who are consistently late and miss a significant amount of class time may be assessed a course absence (see attendance heading above).

Zoom Professional Behaviors: Students should attend online zoom synchronous classes in the same manner that they would attend in-person classes. Students should be professionally dressed and sitting in an appropriate position for learning. Students must keep their video cameras on for the entirety of class. Students are not permitted to be engaging in other activities while attending class (e.g., driving a car, working a job, attending an appointment, etc.). Students will need to find a quiet and private location in which to attend class. It is also essential that students are able to secure a good internet connection.

Late Policy: Assignments are due on the dates and times that are specified in the course syllabus. Assignments submitted after the due date will be considered one day late. Late assignments will be reduced by 10% (one letter grade) for each day the assignment is submitted late. After three days past the due date, late assignments will no longer be accepted, and the student will receive a zero for the assignment.

Use of Technology: Cell phones are to be turned off or put in silent mode during class. Cell phones should not be visible during class, so please keep them in your pants, purse, backpack, etc. If you are experiencing an emergency or extenuating circumstance where you need to check your phone during class, please inform me of this before class begins. Students who choose to use a laptop computer should only do so for taking notes. **Students who use laptop computers are prohibited from (a) surfing the internet, (b) checking email, and (c) working on other assignments during class.** If the instructor becomes aware of a student using their laptop for any reason other than taking notes, he may ask that

student to cease bringing their computer into the classroom.

Communication Policy: University policy requires that all e-mail correspondence between students and instructor be done via the Patriot account. Check your Patriot E-Mail frequently. Announcements pertaining to class or departmental business will be sent to the student's Patriot account. In accord with university policy your instructor will respond only to student correspondence sent via Patriot E-mail. Please do not contact the instructor via the Canvas messaging system. My email address is rmoate@uttyler.edu. Typically, I will be able to respond to your emails within 24 hours Monday – Thursday. **Note;** make sure that you ***do not*** send emails to rmoate@patriots.uttyler.edu, as I will not receive these messages.

Diversity Statement: Students are expected to be sensitive to individual and cultural differences and to treat one another with respect during their experience in this course. Sensitivity to gender, race, ethnicity, ability, and sexuality is expected and disrespectful language and/or behavior will not be tolerated.

The American Counseling Association has explicit policies, standards, and ethical guidelines regarding diversity issues. In this class, you will be expected to reflect the standards and ethics of the counseling profession, especially in the area of diversity. Any use of written or verbal language should be consistent with the respect and tolerance that are the cornerstone of the counseling profession and should reflect the ACA Human Rights Committee's 1987 statement on tolerance, which states:

In order to guarantee that each individual is free to pursue his/her potential, each member of ACA is charged to (a) engage in ongoing examination of his/her own attitudes, feelings, stereotypic views, perceptions and behaviors that might have prejudicial or limiting impact on others; (b) contribute to an increased sensitivity on the part of other individuals, groups or institutions to the barriers to opportunity imposed by discrimination; (c) advocate equal rights for all individuals through concerted personal, professional, and political activity.

Course Assignments

Participation & Professional Behaviors (50 points): Learning/teaching is a dynamic social process. As clinically oriented course, your presence and active engagement are essential. Students are required to read all assigned course materials before class begins so that they can actively engage with course content during class. Students are expected to regularly participate in class and will be required to participate in experiential learning activities. During class students should be alert, respectful of others, use professional language, and use technology appropriately.

Cultural Food Sharing (10 points)

Students will sign up to bring a cultural food item from their family of origin one class. Each student will have a brief presentation about the food item they brought in to explain its origin/cultural significance.

Online Discussion *Video Review #1* (50 points): Students will reflect on a movie they observed in class and provide a written response. Online discussion will be set up on Canvas. (2.F.2.c.; 2.F.2.d; 2.F.2.e.; 2.F.2.f.; 2.F.2.g; 5.C.2.j.; 5.C.2.l)

Online Discussion Video Review #2 (50 points): Students will reflect on a movie they observed in class and provide a written response. Online discussion will be set up on Canvas. (2.F.2.c.; 2.F.2.d; 2.F.2.e.; 2.F.2.f.; 2.F.2.g; 5.C.2.j.; 5.C.2.l)

Online Discussion Video Review #3 (50 points): Students will reflect on a movie they observed in class and provide a written response. Online discussion will be set up on Canvas. (2.F.2.c.; 2.F.2.d; 2.F.2.e.; 2.F.2.f.; 2.F.2.g; 5.C.2.j.; 5.C.2.l)

Essay Assignment: Online Discussion Video Review #4 (50 points): Students will reflect on a movie they observed in class and provide a written response. Students will demonstrate an understanding of how to work with and advocate for different client populations including clients from diverse racial, ethnic, gender, and socioeconomic backgrounds. (2.F.2.c.; 2.F.2.d; 2.F.2.e.; 2.F.2.f.; 2.F.2.g; 5.C.2.j.; 5.C.2.l)

Cultural and Advocacy Digital Story (100 points): Create a digital movie that covers one or more of the major topics discussed in this course. These stories can be personal and reflective, or informational, and should be related to the material covered in the text, handouts, and in class. The digital story should be between 5-7 minutes in length. (2.F.1.e; 2.F.2.c.; 2.F.2.d; 2.F.2.e.; 2.F.2.f.; 2.F.2.g; 5.C.2.j.; 5.C.2.l)

Final Exam (150 points): The final exam will be a comprehensive exam. (2.F.1.e; 2.F.1.i.; 2.F.2.b; 2.F.2.c.; 2.F.2.d; 2.F.2.e.; 2.F.2.f.; 2.F.2.g; 5.C.2.j.; 5.C.2.l)

Requirements/Grading

Online Discussion: <i>Video Review #1</i>	50
Online Discussion: <i>Video Review #2</i>	50
Online Discussion: <i>Video Review #3</i>	50
Essay Assignment Online Discussion: <i>Video Review #4</i>	50
Digital Story	100
Final Exam	150
Participation & Professional Behaviors	40
Cultural Food Sharing	10
Total Points Possible	500

Grading is on the following scale: 100%-90% = A; 89%-80% = B; 79%-70% = C; 69% or less = F.

Tentative Course Schedule

**Instructor reserves the right to make changes as needed.*

Week	Topic	Assignments/Readings	CACREP Standard
1 Aug 22	-Introduction -Discuss syllabus		
2 Aug 29	-Obstacles to Developing Cultural Competence & Cultural Humility -Multicultural Counseling & Therapy - <i>The Other Side is Not Dumb</i> Article	Ch. 1 Ch. 2 Blanda (2016)	2.F.1.e.; 2.F.1.i.; 2.F.2.a; 2.F.2.b.; 2.F.2.c.; 2.F.2.d.; 2.F.2.e.; 2.F.2.g; 5.C.2.j.; 5.C.2.l.
3 Sept 5	Labor Day	No Class	
4 Sept 12	-MC Competence for Counselors & Therapists of Marginalized Groups -The Political and Social Justice Implications of Counseling	Ch. 3 Ch. 4	2.F.1.e.; 2.F.1.i.; 2.F.2.a; 2.F.2.b.; 2.F.2.c.; 2.F.2.d.; 2.F.2.e.; 2.F.2.g; 5.C.2.j.; 5.C.2.l.
5 Sept 19	-Impact of Systematic Oppression -Privilege	Ch. 5 McIntosh (1988) article Arora (2021) article	2.F.1.e.; 2.F.2.a; 2.F.2.b.; 2.F.2.c.; 2.F.2.d.; 2.F.2.e.; 2.F.2.h.; 5.C.2.j.
6 Sept 26	Watch video: <i>The Color of Fear</i>	McWhorter (2020) Cultural Food Sharing Online Discussion #1 due by Friday Sept. 30 @ 11:59pm.	2.F.2.a; 2.F.2.c.; 5.C.2.j.
7 Oct 3	-Microaggressions in Counseling	Ch. 6	2.F.2.a; 2.F.2.b.; 2.F.2.c.; 2.F.2.e.; 5.C.2.j.
8 Oct 10	Asynchronous Online Class -Counseling African Americans -Counseling American Indians	Watch video: <i>McWhorter vs. Singh</i> Online Discussion #2 due by Friday Oct. 14 @ 11:59pm. Ch. 14 Ch. 15	2.F.2.a.; 2.F.2.c.; 5.C.2.j.
9 Oct 17	-Counseling Asian Americans	Ch. 16 Ch. 26	2.F.2.a; 2.F.2.b.; 2.F.2.c.; 2.F.2.f.; 5.C.2.j.

	-Counseling Women	<i>Mailbag Discussion #1 Discussion</i>	
10 Oct 24	-Counseling LGBT Populations Watch Video: <i>30 Days</i>	Ch. 23 Moffat (2018) Online Discussion #3 due by Friday Oct. 28 @ 11:59pm	2.F.1.i.; 2.F.2.a; 2.F.2.b.; 2.F.2.c.; 2.F.2.d.; 2.F.2.f.; 2.F.2.g; 5.C.2.j.; 5.C.2.l.
11 Oct 31	-Counseling Latinx Populations -Counseling Individuals Living in Poverty	Ch. 17 Ch. 25 <i>Mailbag #2 Discussion</i>	2.F.1.e.; 2.F.2.a; 2.F.2.b.; 2.F.2.c.; 2.F.2.f.; 5.C.2.j.
12 Nov 7	-Communication Style and Its Impact on Counseling & Psychotherapy -Non-Western Methods of Healing	Ch. 8 Ch. 10	2.F.2.a; 2.F.2.b.; 2.F.2.c.; 2.F.2.d.; 2.F.2.f.; 5.C.2.j.
13 Nov 14	-REC Identity Attitudes in People of Color -White Racial Identity Development	Ch. 11 Ch. 12 Digital Stories due in class	2.F.1.e.; 2.F.2.b.; 2.F.2.c.; 2.F.2.d.; 2.F.2.f.; 2.F.2.h.; 5.C.2.j.
14 Nov 21	Thanksgiving Vacation	No Class	
15 Nov 28	Online Class -Counseling Arab and Muslim Americans -Counseling Jewish Americans -Counseling Persons with Disabilities	Ch. 19 Ch. 21 Ch. 22 Watch video: <i>Fantastic Lies</i> Essay Assignment Online Discussion #4 due by Friday Dec. 2 @ 11:59pm	2.F.2.a; 2.F.2.b.; 2.F.2.c.; 2.F.2.d.; 2.F.2.f.; 5.C.2.j.
16 Dec 5		Final Exam	2.F.1.e; 2.F.1.i.; 2.F.2.b; 2.F.2.c.; 2.F.2.d; 2.F.2.e.; 2.F.2.f.; 2.F.2.g; 5.C.2.j.; 5.C.2.l

Program and Departmental Policies

COVID-19

Students who are feeling ill or experiencing symptoms such as sneezing, coughing, or a higher than normal temperature should stay at home and notify their faculty. Students are also encouraged to use the [UT Tyler COVID-19 Information and Procedures website](#). This website also provides information about our Vaccination Mobile Clinic. Students needing additional accommodations may contact the Office of Student Accessibility and Resources at University Center 3150, or call (903) 566-7079 or email saroffice@uttyler.edu.

Clinical Mental Health Counseling Program Mission Statement:

The mission of the CACREP-Accredited Master of Arts in Clinical Mental Health Counseling (CMHC) program at the University of Texas at Tyler (UTT) is to prepare ethical and competent professional counselors. The CMHC program places a strong emphasis on preparing future counselors to work with a diverse range of client populations. Faculty members collectively aim to provide a rigorous learning environment and supportive atmosphere encouraging personal and professional development to a diverse student body. Throughout their time in the CMHC program, students are supported in developing a deep sense of self-awareness and a strong professional counselor identity integrating mental health, research, service, and advocacy. Upon successful completion of the program, students are eligible for counselor licensure in Texas and are able pursue impactful mental health careers within the community.

UT Tyler Department of Psychology and Counseling Student Code of Conduct:

<https://www.uttyler.edu/psychology/policies.php>

UT Tyler Clinical Mental Health Counseling Student Handbook:

<https://www.uttyler.edu/psychology/graduate/clinical-mental-health-counseling/>

University Policies

UT Tyler Honor Code

Every member of the UT Tyler community joins together to embrace: Honor and integrity that will not allow me to lie, cheat, or steal, nor to accept the actions of those who do.

Students Rights and Responsibilities

To know and understand the policies that affect your rights and responsibilities as a student at UT Tyler, please follow this link:

<http://www.uttyler.edu/wellness/rightsresponsibilities.php>

Campus Carry

We respect the right and privacy of students 21 and over who are duly licensed to carry concealed weapons in this class. License holders are expected to behave responsibly and keep a handgun secure and concealed. More information is available at <http://www.uttyler.edu/about/campus-carry/index.php>

UT Tyler a Tobacco-Free University

All forms of tobacco will not be permitted on the UT Tyler main campus, branch campuses, and any property owned by UT Tyler. This applies to all members of the University community, including students, faculty, staff, University affiliates, contractors, and visitors.

Forms of tobacco not permitted include cigarettes, cigars, pipes, water pipes (hookah), bidis, kreteks, electronic cigarettes, smokeless tobacco, snuff, chewing tobacco, and all other tobacco products.

There are several cessation programs available to students looking to quit smoking, including counseling, quitlines, and group support. For more information on cessation programs please visit www.uttyler.edu/tobacco-free.

Grade Replacement/Forgiveness and Census Date Policies

Students repeating a course for grade forgiveness (grade replacement) must file a Grade Replacement Contract with the Enrollment Services Center (ADM 230) on or before the Census Date of the semester in which the course will be repeated. Grade Replacement Contracts are available in the Enrollment Services Center or at <http://www.uttyler.edu/registrar>. Each semester's Census Date can be found on the Contract itself, on the Academic Calendar, or in the information pamphlets published each semester by the Office of the Registrar.

Failure to file a Grade Replacement Contract will result in both the original and repeated grade being used to calculate your overall grade point average. Undergraduates are eligible to exercise grade replacement for only three course repeats during their career at UT Tyler; graduates are eligible for two grade replacements. Full policy details are printed on each Grade Replacement Contract.

The Census Date is the deadline for many forms and enrollment actions of which students need to be aware. These include:

- Submitting Grade Replacement Contracts, Transient Forms, requests to withhold directory information, approvals for taking courses as Audit, Pass/Fail or Credit/No Credit.
- Receiving 100% refunds for partial withdrawals. (There is no refund for these after the Census Date)
- Schedule adjustments (section changes, adding a new class, dropping without a "W" grade)
- Being reinstated or re-enrolled in classes after being dropped for non-payment
- Completing the process for tuition exemptions or waivers through Financial Aid

State-Mandated Course Drop Policy

Texas law prohibits a student who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. This includes courses dropped at another 2-year or 4-year Texas public college or university. For purposes of this rule, a dropped course is any course that is dropped after the census date (See Academic Calendar for the specific date).

Exceptions to the 6-drop rule may be found in the catalog. Petitions for exemptions must be submitted to the Enrollment Services Center and must be accompanied by documentation of the extenuating circumstance. Please contact the Enrollment Services Center if you have any questions.

Disability/Accessibility Services

In accordance with Section 504 of the Rehabilitation Act, Americans with Disabilities Act (ADA) and the ADA Amendments Act (ADAAA) the University of Texas at Tyler offers accommodations to students with learning, physical and/or psychological disabilities. If you have a disability, including a non-visible diagnosis such as a learning disorder, chronic illness, TBI, PTSD, ADHD, or you have a history of

modifications or accommodations in a previous educational environment, you are encouraged to visit <https://hood.accessiblelearning.com/UTTyler> and fill out the New Student application. The Student Accessibility and Resources (SAR) office will contact you when your application has been submitted and an appointment with Cynthia Lowery, Assistant Director of Student Services/ADA Coordinator. For more information, including filling out an application for services, please visit the SAR webpage at <http://www.utt Tyler.edu/disabilityservices>, the SAR office located in the University Center, # 3150 or call 903.566.7079.

Student Absence due to Religious Observance

Students who anticipate being absent from class due to a religious observance are requested to inform the instructor of such absences by the second class meeting of the semester.

Student Absence for University-Sponsored Events and Activities

If you intend to be absent for a university-sponsored event or activity, you (or the event sponsor) must notify the instructor at least two weeks prior to the date of the planned absence. At that time the instructor will set a date and time when make-up assignments will be completed.

Social Security and FERPA Statement

It is the policy of The University of Texas at Tyler to protect the confidential nature of social security numbers. The University has changed its computer programming so that all students have an identification number. The electronic transmission of grades (e.g., via e-mail) risks violation of the Family Educational Rights and Privacy Act; grades will not be transmitted electronically.

Emergency Exits and Evacuation

Everyone is required to exit the building when a fire alarm goes off. Follow your instructor's directions regarding the appropriate exit. If you require assistance during an evacuation, inform your instructor in the first week of class. Do not re-enter the building unless given permission by University Police, Fire department, or Fire Prevention Services.

Student Standards of Academic Conduct

Disciplinary proceedings may be initiated against any student who engages in scholastic dishonesty, including, but not limited to, cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts.

- i. "Cheating" includes, but is not limited to:
 - o copying from another student's test paper;
 - o using, during a test, materials not authorized by the person giving the test;
 - o failure to comply with instructions given by the person administering the test;
 - o possession during a test of materials which are not authorized by the person giving the test, such as class notes or specifically designed "crib notes". The presence of textbooks constitutes a violation if they have been specifically prohibited by the person administering the test;
 - o using, buying, stealing, transporting, or soliciting in whole or part the contents of an unadministered test, test key, homework solution, or computer program;

- collaborating with or seeking aid from another student during a test or other assignment without authority;
 - discussing the contents of an examination with another student who will take the examination;
 - divulging the contents of an examination, for the purpose of preserving questions for use by another, when the instructors has designated that the examination is not to be removed from the examination room or not to be returned or to be kept by the student;
 - substituting for another person, or permitting another person to substitute for oneself to take a course, a test, or any course-related assignment;
 - paying or offering money or other valuable thing to, or coercing another person to obtain an unadministered test, test key, homework solution, or computer program or information about an unadministered test, test key, home solution or computer program;
 - falsifying research data, laboratory reports, and/or other academic work offered for credit;
 - taking, keeping, misplacing, or damaging the property of The University of Texas at Tyler, or of another, if the student knows or reasonably should know that an unfair academic advantage would be gained by such conduct; and
 - misrepresenting facts, including providing false grades or resumes, for the purpose of obtaining an academic or financial benefit or injuring another student academically or financially.
- ii. “Plagiarism” includes, but is not limited to, the appropriation, buying, receiving as a gift, or obtaining by any means another’s work and the submission of it as one’s own academic work offered for credit.
- iii. “Collusion” includes, but is not limited to, the unauthorized collaboration with another person in preparing academic assignments offered for credit or collaboration with another person to commit a violation of any section of the rules on scholastic dishonesty.
- iv. All written work that is submitted will be subject to review by plagiarism software.

UT Tyler Resources for Students

- [UT Tyler Writing Center](https://www.uttyler.edu/writingcenter) (903.565.5995), writingcenter@uttyler.edu
- [UT Tyler Tutoring Center](https://www.uttyler.edu/tutoring) (903.565.5964), tutoring@uttyler.edu
- The Mathematics Learning Center, RBN 4021, this is the open access computer lab for math students, with tutors on duty to assist students who are enrolled in early-career courses.
- [UT Tyler Counseling Center](https://www.uttyler.edu/counseling) (903.566.7254)