

CULTURAL COMPETENCY  
IN SUBSTANCE ABUSE TREATMENT,  
POLICY PLANNING,  
AND  
PROGRAM DEVELOPMENT



A Compendium of Training Materials

## **Cultural Competency in Substance Abuse Treatment, Policy Planning, and Program Development**

There is a wealth of information available on cultural competency and the provision of culturally competent services. The curricula, print materials, video tapes and world wide web sites summarized in this compendium provide practical assistance for clinicians, administrators, and policy makers in the field of substance abuse who wish to increase the cultural competence of agencies and of individuals. The materials range from books and on-line courses suitable for individual study to video tapes with discussion guides and fully developed curricula suitable for group presentations.

This compendium does not include all the available resources on this topic. Rather it provides a number of excellent examples of materials which have been used in a variety of settings. Suggestions for additional materials that could be included in any revision or expansion of this document may be submitted to either the Addiction Technology Transfer Center of New England at Brown University (401-444-1805) or the New England Institute of Addiction Studies in Augusta, ME (207-621-2549).

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# SECTION ONE

## CURRICULA

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Cultural Competency in Health Care: A Guide for Trainers*  
**Author:** Rohini Anand  
**Publisher:** National MultiCultural Institute  
**Address:** 3000 Connecticut Avenue, NW Suite 438, Washington, D.C. 20008-2556  
**Phone:** 202-483-0700 **Fax:** 202-483-5233 **E-mail:** nmci@nmci.org

**Type of Material:**

Curricula  Print  Web Site  Audio Visual

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

A comprehensive manual for health care professionals, from any discipline, who want to train their staff in diversity issues either in the workplace or in addressing the needs of diverse consumers. It presents guidelines for trainer competencies in the health care field, tools for developing and using case studies highlighting the perspectives of administrators, patients, and providers, and designing effective needs assessments.

**Specific Topics:**

- Design Theory
- Elements of a Two-Day Workshop
- Models of Cultural Competency in Health Care
- Barriers to Providing Culturally Competent Care
- Lecturettes
- Exercises
- Bibliography

**Number of hours/days to complete training:**

2 Days

**Additional Information:**

Cost: \$149.95

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Improving Intercultural Interactions: Modules for Cross-Cultural Training Programs*  
**Author:** Richard W. Brislin and Tomoka Yoshida (editors)  
**Publisher:** Sage Publications, Inc.  
**Address:** 2455 Teller Road, Thousand Oaks, CA 91320  
**Phone:** 805-499-0721 **Fax:** 805-499-0871 **E-mail:** order@sagepub.com

**Type of Material:**

Curricula  Print  Web Site  Audio Visual

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

A series of training modules which include collections of training materials and methods for delivery of the content. The Section on Social and Health Services is the most relevant to the substance abuse field.

**Specific Topics:**

Business

- Working Cooperatively with People From Different Cultures
- Cross-Cultural Training for the Global Executive
- Gender Relations in the Workplace: Using Approaches from the Field of Cross-Cultural Training
- Individualism and Collectivism as the Source of Many Specific Cultural Differences

Education

- Cross-Cultural Training for Adolescents and Professionals Who Work with Youth Exchange Programs
- Preparing Teachers for an Intercultural Context
- Intercultural Education at the University Level: Teacher-Student Interaction

Social & Health Services

- International Students and International Student Advisors
- Intercultural Communication for Health Care Professionals
- Intercultural Interactions in Welfare Work
- Multicultural Counseling

Communication Across Cultural Boundaries

- Interpersonal Versus Non-Interpersonal Realities: An Effective Tool Individualists Can Use to Better Understand Collectivists
- Nonverbal Communication in Intercultural Interactions
- Approaching Cultural Crossover in Language Learning
- Training Bilinguals to Interpret in the Community

**Number of hours/days to complete training:**

6 to 12 hours per module

**Additional Information:**

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Tools for Building Bridges: Building Cultural Competence in Corrections*  
**Author:** Joycelyn Tucker Burgo  
**Publisher:** Missouri ATTC  
**Address:** University of Missouri- Kansas City, 5100 Rockhill Road, Kansas City, MO 64110-2499  
**Phone:** 816-482-1100 **Fax:** 816-482-1101 **E-mail:** atc@crn.org

**Type of Material:**

Curricula  Print  Web Site  Audio Visual   
Trainer Manual and Participant Manual

**Target Audience:**

Clinicians (assessment, treatment, prevention)  Corrections personnel representing diverse job classifications  
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

*Tools for Building Bridges: Building Cultural Competence in Corrections* was developed to meet the needs identified by the Missouri Department of Corrections and the needs assessment conducted by the Missouri Addiction Technology Transfer Center. The needs identified were to improve knowledge, skills and attitudes (KSA's) regarding cultural differences, to provide opportunities to process KSA's in small groups, to better understand group process as it relates to cultural differences and treatment, to enhance the ability for corrections staff to collectively address the treatment and cultural issues of inmates, and to provide the opportunity for further exposure to other cultural groups.

**Specific Topics:**

- Cross Training
- African American Culture
- Urban/Rural Culture
- Gang Culture
- Hispanic Culture
- Religions of the World

**Number of hours/days to complete training:**

32 hours

**Additional Information:**

## CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Cultural Competence Program Evaluation Curriculum*  
**Author:** Center For Substance Abuse Prevention  
**Publisher:** National Clearinghouse for Alcohol and Drug Information  
**Address:** PO Box 2345, Rockville, MD 20847-2345  
**Phone:** 800-729-6686 **Fax:** 301-468-6433 **E-mail:** info@health.org

### Type of Material:

Curricula  Print  Web Site  Audio Visual

### Target Audience:

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Funders

### Client Populations:

African American  Latino  All Groups   
Native American  Asian  Other

### Description:

Curricula contain course content materials, suggested teaching techniques, and listings of available references for 17 key curricula designed to teach individuals to establish credible, culturally appropriate, evaluation processes for any type of substance abuse program.

### Specific Topics:

- Culturally-Specific Approaches to Knowing, Thinking, Perceiving and Understanding
- Communication, Utilization and Community Participation in Program Evaluation Processes
- Culturally Based Health Promotion: Practices and Systems
- Evaluating the Success of Community-Based ATOD Prevention Efforts: Blending Old and New Approaches and Methods
- Computer Applications for Program Evaluation
- Introduction to Program Evaluation
- Multi-Media Presentations
- Sampling and Survey Research
- The Cultural Context of Epidemiological Research
- Health Policy: Legal and Ethical Issues
- Health Communication Strategies for Culturally Diverse Settings
- Alcohol, Tobacco, and Other Drug (ATOD) Problem Prevention Issues
- Psychometrics and Culture
- Acculturation, Ethnic Identification and the Evaluation Process
- Ethics and Politics of Evaluation Research
- History of Culture and Ethnicity in the Americas
- History and Philosophy of Science in a Global Perspective

### Number of hours/days to complete training:

Varies by curriculum

### Additional Information:

Published: 1994

Cost: None. Can be downloaded from the NCADI web site <http://www.health.org/planner.htm>

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** Addictions Counseling: A Multicultural Perspective  
**Author:** J. A. Lewis  
**Publisher:** Illinois Addiction Technology Transfer Center  
**Address:** Governors State University, University Park, IL 60466  
**Phone:** 708-534-4911 **Fax:** 708-534-8958 **E-mail:** jlewis@suba.com

**Type of Material:**

Curricula  Print  Web Site  Audio Visual

Video Tapes and Study Guide

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Funders

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other  Men, Women, Lesbian & Gay, Aging

**Description:**

This videotape workshop and accompanying study guide consists of twelve classes. Ample outside readings are included in the study packet, and further readings are noted for those who wish to gain extra knowledge. Classes help in gaining understanding of the many cultural factors that affect each client, and give the clinician an ability to design counseling strategies that are most appropriate for clients with a variety of cultural identities.

**Specific Topics:**

- Multiculturalism in a General Sense
- African-Americans
- Latino-Latina Clients
- Asian-Americans
- Women
- Gay and Lesbian Clients
- Aging Clients
- Men

**Number of hours/days to complete training:**

**Additional Information:**

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Project ADEPT Curriculum For Primary Care Physician Training. Volume V - Race, Culture and Ethnicity: Addressing Alcohol and Other Drug Problems*  
**Author:** Alicia Monroe, M.D., Roberta Goldman, M.D., Catherine Dube, Ed.D.  
**Publisher:** Project ADEPT,  
**Address:** Center for Alcohol and Addiction Studies, Box G, Brown University, Providence, RI 02912  
**Phone:** 401-444-1825 **Fax:** 401-444-1850 **E-mail:** nancy\_khomenko@brown.edu

**Type of Material:**

Curricula  Print  Web Site  Audio Visual   
Manual and Video

**Target Audience:**

Clinicians (assessment, treatment, prevention)  Physicians  
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

This curricula is designed to train health care professionals to respond effectively and compassionately to the needs of patients with diverse cultural backgrounds. The module has a three-fold purpose: 1) increase physicians' awareness of how their own ethnic background affects patient care, 2) broaden their perspective on the use of substances cross-culturally, and 3) provide them with tools to better assess and diagnose substance abuse among a multiracial and multiethnic patient population.

**Specific Topics:**

- Introduction and Overview
- Cultural Self-Awareness Exercise
- A Cross-Cultural View of Health Care and Alcohol and Drug Use
- A Cross-Cultural Simulation Exercise
- Risk Factors, Stress and Coping
- Skills for the Health Care Provider: Screening and Intervention
- Skills Practice and Application

**Number of hours/days to complete training:**

**Additional Information:**

Published: 1994  
Cost: \$95

## SECTION TWO

### BOOKS, MANUALS AND PAMPHLETS

## CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Counseling American Minorities*  
**Author:** Donald R. Atkinson, George Morten, Derald Wing Sue  
**Publisher:** McGraw Hill Companies  
**Address:** 1221 Avenue of the Americas, New York, NY 10020-1095  
**Phone:** 800-352-3566 **Fax:** 212-512-4105 **E-mail:**

### Type of Material:

Curricula  Print  Web Site  Audio Visual   
Book

### Target Audience:

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

### Client Populations:

African American  Latino  All Groups   
Native American  Asian  Other

### Description:

Information about the history and experiences of four ethnic groups (African Americans, American Indians, Asian Americans, and Hispanic Americans). At the conclusion of each section are cases and questions that can be used to stimulate discussion about providing psychological services to clients from that group and role-playing exercises.

### Specific Topics:

- Introduction: Defining Terms
- Minority Group Counseling: An Overview
- Proposed Minority Identity Development Model
- Indians Today, the Real and Unreal
- Social Work with Native Americans
- Counseling the American Indian Child
- Ethnic Identity: The impact of Two Cultures on the Psychological Development of Asians in America
- Counseling Chinese Americans
- Counseling Vietnamese
- The Emergence of a Black Perspective in Counseling
- Dimensions of the Relationship between the Black Client and the White Therapist: A Theoretical Overview
- Counseling Black Clients Effectively: The Eclectic Approach
- Community Mental Health Services for the Spanish-Speaking/Surnamed Population
- Counseling Puerto Ricans: Some Cultural Considerations
- Counseling Latinos
- Future Directions in Minority Group/Cross-Cultural Counseling

### Number of hours/days to complete training:

### Additional Information:

Published: 1997

## CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Advanced Methodological Issues in Culturally Competent Evaluation for Substance Abuse Prevention*  
**Author:** Ada-Helen Bayer, Ph.D., Frances Larry Brisbane, Ph.D., Amelie Ramirez, Ph.D. (eds.)  
**Publisher:** National Clearinghouse for Alcohol and Drug Information  
**Address:** PO Box 2345, Rockville, MD 20847-2345  
**Phone:** 800-729-6686 **Fax:** 301-468-6433 **E-mail:** info@health.org

### Type of Material:

Curricula  Print  Web Site  Audio Visual   
Book

### Target Audience:

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

### Client Populations:

African American  Latino  All Groups   
Native American  Asian  Other

### Description:

This monograph addresses and synthesizes the complex methodological issues involved in evaluation programs within multicultural contexts. Its goal is to integrate advanced methodological issues in program evaluation with cultural competence.

### Specific Topics:

- Acculturation, Ethnic Identification, and the Evaluation Process
- The History and Philosophy of Science in a Global Perspective
- Psychometrics and Culture
- The Role of Ethics in Evaluation Practice: Implications for a Multiethnicultural Setting
- Evaluating the Success of Community - Based Substance Abuse Prevention Efforts: Blending Old and New Approaches and Methods
- The Cultural Context of Epidemiologic Research
- Culturally Specific Approaches to Knowing, Thinking, Perceiving, and Understanding
- Communication and Community Participation in Program Evaluation Process

### Number of hours/days to complete training:

### Additional Information:

Published: 1996

Cost: No Charge. Can be ordered at <http://www.health.org>

## CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Developing Chemical Dependency Services for Black People*  
**Author:** Peter Bell, BoisSan Moore, Donna Peterson  
**Publisher:** African American Family Services  
**Address:** 2616 Nicollet Avenue So., South Minneapolis, MN 55408  
**Phone:** 612-871-7878 **Fax:** 612-871-2567 **E-mail:** svadnais@mtn.org

### Type of Material:

Curricula  Print  Manual  
Web Site  Audio Visual

### Target Audience:

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

### Client Populations:

African American  Latino  All Groups   
Native American  Asian  Other

### Description:

This manual has been developed to address many of the questions asked by new or expanding programs as they establish new culturally specific initiatives for African-American clients. Chapters give insight into client needs, service delivery systems, and program management.

### Specific Topics:

- Culturally Specific Chemical Dependency Services
- Client Needs
- Service Delivery System
- Funding and Regulations
- Agency Management
- Co-dependency
- Services of African American Family Services

### Number of hours/days to complete training:

### Additional Information:

Published: 1990  
Cost: \$39.00  
Web Site: <http://www.aafs-mn.org/>

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Diversity in Action*  
**Author:** Sharon Chappelle and Lisa Bigman  
**Publisher:** Project Adventure  
**Address:** PO Box 100, Hamilton, MA 01936  
**Phone:** 800-795-9039 **Fax:** 978-524-4600 **E-mail:** info@pa.org

**Type of Material:**

Curricula  Print   
Book Web Site  Audio Visual

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

Diversity in Action presents philosophical information and practical exercises for addressing diversity from an adventure learning perspective. The book targets youth leaders; however the exercises can be easily adapted for staff training.

**Specific Topics:**

- Where Adventure Meets Diversity
- Operating Principles
- Sequencing Adventure Activities
- Facilitating an Adventure Program
- Listening and Communicating
- How Does It Feel To Be Different?
- Building Allies
- Group Identities
- Individual Identity
- Racial Identity
- Gender and Sexual Orientation
- Physical and Mental Ability
- Class
- Prevention

**Number of hours/days to complete training:**

**Additional Information:**

Cost: \$26.00

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Multicultural Guide to Interviewing and Assessment for Health and Human Service Providers*  
**Author:** Laurene Y, Finley, Ph.D. (ed.), Cheri Avery Black, M.A. (asst. ed.)  
**Publisher:** Multicultural Training and Research Institute School of Social Administration, Temple University  
**Address:** 650 Ritter Annex, 1301 Cecil B. Moore Avenue, Philadelphia, PA 19122  
**Phone:** 215-204-1208 **Fax:** 215-204-8307 **E-mail:** cblack@nimbus.ocis.temple.edu

**Type of Material:**

Curricula  Print  Manual Web Site  Audio Visual

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

This 84 page guide was prepared by twelve culturally diverse specialists to assist service providers in understanding cross-cultural challenges and recommended approaches. It includes a framework for studying and learning about diverse values and behaviors with keys to bridging cultural gaps. Information on health care beliefs, help-seeking behaviors, kinship systems and communication styles are presented for six ethnocultural groups. Case vignettes highlight situations which may be encountered and ways to effectively communicate cross-culturally, including information on working with interpreters.

**Specific Topics:**

- Introduction
- African Americans
- Native Americans (Cherokee)
- Asian Americans (Vietnamese/Chinese)
- Caribbean (Jamaican)
- European Americans (Amish-Mennonite)
- Latinos (Puerto Rican)
- Working Effectively with Interpreters
- Considerations in Cross-Cultural Interactions

**Number of hours/days to complete training:**

**Additional Information:**

Cost: \$20.00 (reprint copy)

CULTURAL COMPETENCY TRAINING MATERIAL

**Title:** *Managing Multiculturalism in Substance Abuse Services*  
**Author:** Jacob U. Gordon, Editor  
**Publisher:** Sage Publications, Inc.  
**Address:** 2455 Teller Road, Thousand Oaks, CA 91320  
**Phone:** 805-499-0721 **Fax:** 805-499-0871 **E-mail:** order@sagepub.com

**Type of Material:**

Curricula  Print  Web Site  Audio Visual   
Book

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Funders

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

This book explores conceptual issues, definitions of terms and historical developments of early intervention and treatment efforts in the field of alcohol and drug abuse. Contributors examine the history, demographics, drug-use patterns, customs, beliefs, and communication styles of the five major racial/cultural groups in America (African Americans, Asian Americans, European Americans, Native Americans and Latinos) in relation to current substance abuse treatment, prevention, and intervention strategies.

**Specific Topics:**

- Historical and Theoretical Considerations: Implications for Multiculturalism in Substance Abuse Services, J. M. Lee
- Problems of Definition, L. Dyer
- African American Perspective, J. U. Gordon
- Asian American Perspective, M. Keung Ho
- European American Perspective: Some Considerations, R. Hayton
- Latino Perspective: A Sociocultural Portrait, F. I. Soriano
- Native American Perspective, M. L. Robbins
- Drug-Free Schools: A Multicultural Education Approach, N. Ukpokodu
- Multicultural Model for Program Evaluation, E. M. Freeman
- The Role of Leadership in the Substance Abuse Field, J. U. Gordon
- Conclusions

**Number of hours/days to complete training:**

**Additional Information:**

Cost: \$57.95 (hardcover) \$26.95 (paperback)

## CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Counseling and Psychotherapy: A Multicultural Perspective*  
**Author:** Allen E. Ivey, Mary Bradford Ivey, Lynn Simek-Morgan  
**Publisher:** Allyn and Bacon  
**Address:** PO Box 10695, Des Moines, IA 50336-0695  
**Phone:** 800-666-9433 **Fax:** 515-284-2607 **E-mail:** simon@neodata.com

### Type of Material:

Curricula  Print  Web Site  Audio Visual   
Book <http://www.unix.oit.umass.edu/~ivey/>

### Target Audience:

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Funders

### Client Populations:

African American  Latino  All Groups   
Native American  Asian  Other

### Description:

Describes a Culturally-Intentional model of general counseling skills. This edition covers the major theories in detail and takes theory directly to practice, with practice exercises included throughout the book. The text illustrates how traditional theory can be adapted with many different populations. The senior author maintains a web site with links which provide additional information pertaining to each chapter.

### Specific Topics:

- The Culturally-Intentional Counselor and Therapist: Introduction and Overview
- The Empathic Attitude: Individual, Family and Culture
- Conducting an Intentional Interview: Theory, Skills, Decisions, and Solutions
- Developmental Counseling and Therapy: Individual and Family Therapy
- Multicultural Counseling and Therapy I: Metatheory - Taking Theory into Practice
- Multicultural Counseling and Therapy II: Integrative Practice
- Psychodynamic Counseling and Therapy: Conception and Theory
- Psychodynamic Counseling and Therapy: Applications for Practice
- Cognitive-Behavioral Therapy and Counseling I: Behavioral Foundations
- Cognitive-Behavioral Therapy and Counseling II: Cognitive and Integrative Approaches
- The Existential-Humanistic Tradition I: Existential-Humanistic Theory and Person Centered Theory and Practice
- The Existential-Humanistic Tradition II: Logotherapy and Experiential Gestalt Therapy
- Toward Integrated Counseling and Psychotherapy

### Number of hours/days to complete training:

### Additional Information:

Cost: \$62.00

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Communicating Appropriately With Asian and Pacific Islander Audiences* (CSAP Technical Assistance Bulletin)  
**Author:** Dr. Ford Kuramoto  
**Publisher:** National Clearinghouse for Alcohol and Drug Information  
**Address:** PO Box 2345, Rockville, MD 20847-2345  
**Phone:** 800-729-6686 **Fax:** 301-468-6433 **E-mail:** info@health.org

**Type of Material:**

Curricula  Print  Pamphlet Web Site  Audio Visual

**Target Audience:**

Clinicians (assessment, treatment, prevention material)   
Administrators   
Policy Makers   
Funders

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

This pamphlet uses the Health Communication Process as a model for developing effective prevention programs for Asian and Pacific Islander populations.

**Specific Topics:**

- Substance Abuse Differences Among and Within Asian and Pacific Islander Populations
- Cultural and Other Factors Related to Substance Abuse
- Key Issues for API Audiences
- Guidelines for Developing Appropriate Prevention Messages and Materials for API Audiences
- Traditional and Nontraditional Channels for Delivering Prevention Messages

**Number of hours/days to complete training:**

**Additional Information:**

Published: 1997  
Cost: No Charge. Can be ordered at <http://www.health.org>

## CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Cultural Competence for Evaluators*  
**Author:** Mario A. Orlandi, Ph.D., M.P.H. (ed.)  
**Publisher:** National Clearinghouse for Alcohol and Drug Information  
**Address:** PO Box 2345, Rockville, MD 20847-2345  
**Phone:** 800-729-6686 **Fax:** 301-468-6433 **E-mail:** info@health.org

### Type of Material:

Curricula  Print  Web Site  Audio Visual   
Book

### Target Audience:

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Funders

### Client Populations:

African American  Latino  All Groups   
Native American  Asian  Other

### Description:

This volume examines the issue of cultural competence for program evaluators as it relates to African-American, Hispanic, American-Indian/Alaska-Native and Asian/Pacific Islander groups. The series seeks to analyze and synthesize the complex array of issues when AOD abuse prevention programs are implemented and evaluated in settings that are ethnically and racially diverse.

### Specific Topics:

- The Challenge of Evaluating Community Based Prevention Programs: A Cross-Cultural Perspective
- Of Kindred Minds: The Ties That Bind
- Practical Considerations for Program Professionals and Evaluators Working with African-American Communities
- A Culturally Sensitive Model for Evaluating Alcohol and Other Drug Abuse Prevention Programs: A Hispanic Perspective
- Hispanics: What the Culturally Informed Evaluator Needs to Know
- American Indians and Alaska Natives: Changing Societies Past and Present
- The Role of the Researcher in Evaluating American-Indian Alcohol and Other Drug Abuse Prevention Programs
- Cultural Competence for Evaluators Working With Asian/Pacific Island-American Communities: Some Practical Considerations
- Cultural Competence for Evaluators Working with Asian/Pacific Island-American Communities: Some Common Themes and Important Implications
- Defining Cultural Competence: An Organizing Framework

### Number of hours/days to complete training:

### Additional Information:

Published: 1992  
Cost: No Charge. Can be ordered at <http://www.health.org>

## CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Assessing and Treating Culturally Diverse Clients: A Practical Guide (Multicultural Aspects of Counseling Series, Vol. 4)*  
**Author:** Freddy A. Paniagua  
**Publisher:** Sage Publications, Inc.  
**Address:** 2455 Teller Road, Thousand Oaks, CA 91320  
**Phone:** 805-499-0721 **Fax:** 805-499-0871 **E-mail:** order@sagepub.com

### Type of Material:

Curricula  Print Book  Web Site  Audio Visual

### Target Audience:

Clinicians (assessment, treatment, prevention material)   
Administrators   
Policy Makers   
Funders

### Client Populations:

African American  Latino  All Groups   
Native American  Asian  Other

### Description:

Is it a good idea to conduct your first meeting with an African American client differently than with an Asian American one? Should you treat an American Indian client with the same therapeutic approach you use to treat a Hispanic client? This helpful resource offers effective, practical guidelines for dealing with these and many other issues. It provides clinical suggestions for working with African Americans, Hispanic, American Indian, and Asian clients.

### Specific Topics:

- Minority, Multicultural, Race, and Ethnicity Concepts
- General Guidelines in the Assessment and Treatment of Multicultural Groups
- Guidelines for the Assessment and Treatment of African Americans
- Guidelines for the Assessment and Treatment of Hispanics
- Guidelines for the Assessment and Treatment of Asians
- Guidelines for the Assessment and Treatment of American Indians
- Guidelines for the Prevention of Attrition with African American, American Indian, Asian, and Hispanic Clients
- Guidelines for Evaluating and Using the Epidemiological Mental Health Literature with Multicultural Groups
- Guidelines for Using Culturally Biased Instruments

### Number of hours/days to complete training:

### Additional Information:

Published: 1998

Cost: \$38.95 (hardcover) \$23.50 (paperback)

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Counseling Across Cultures*  
**Author:** Paul B. Pedersen , Juris G. Draguns , Walter J. Lonner , Joseph E. Trimble (eds.)  
**Publisher:** Sage Publications, Inc.  
**Address:** 2455 Teller Road, Thousand Oaks, CA 91320  
**Phone:** 805-499-0721 **Fax:** 805-499-0871 **E-mail:** order@sagepub.com

**Type of Material:**

Curricula  Print  Web Site  Audio Visual   
Book

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Funders

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

Continues the occasional updating of the ground-breaking 1976 first edition, taking stock of the many developments and changes that have occurred in providing counseling services to culturally unique populations.

**Specific Topics:**

- Introduction: Priority Issues of Counseling Across Cultures
- Humanly Universal and Culturally Distinctive: Charting the Course of Cultural Counseling
- Cultural Empathy in Multicultural Counseling: A Multidimensional Process Model
- Ethics in Multicultural Counseling
- Gender Issues in Multicultural Counseling
- Nigrescence and Ego Identity Development: Accounting for Differential Black Identity Patterns
- Continuity, Change and Diversity: Counseling Asian Americans
- Counseling the Hispanic: A Guiding Framework for a Diverse Population
- Essential Cultural and Social Strategies for Counseling Native American Indians
- Counseling International Students
- Counseling and Psychotherapy with Refugees
- Behavioral Approaches to Counseling Across Cultures
- Appraisal and Assessment in Cross-Cultural Counseling
- Research and Research Hypotheses About Effectiveness in Intercultural Counseling

**Number of hours/days to complete training:**

**Additional Information:**

Published: 1996  
Cost: \$54.00 (hardcover) \$28.95 (paperback)

## CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Decisional Dialogues in a Cultural Context: Structured Exercises*  
**Author:** Paul B. Pedersen, Daniel Hernandez  
**Publisher:** Sage Publications, Inc  
**Address:** 2455 Teller Road, Thousand Oaks, CA 91320  
**Phone:** 805-499-0721 **Fax:** 805-499-0871 **E-mail:** order@sagepub.com

### Type of Material:

Curricula       Print       Web Site       Audio Visual   
   Workbook

### Target Audience:

Clinicians (assessment, treatment, prevention material)   
Administrators   
Policy Makers   
Fundors

### Client Populations:

African American       Latino       All Groups   
Native American       Asian       Other

### Description:

Decisional interviewing in a Cultural Context provides a workbook approach to learning interviewing skills. Offering hands-on experience with otherwise abstract concepts, this book contains numerous activities and exercises that help the interviewer understand the cultural context of decisional interviewing. In addition to the exercises, brief critical incidents illustrate the kinds of multicultural situations one might experience.

### Specific Topics:

- Structured Exercises and Experiences to Increase Awareness
- Structured Exercises and Experiences to Increase Knowledge
- Structured Exercises and Experiences to Increase Skill
- Critical Incidents to Demonstrate Awareness, Knowledge, and Skill

### Number of hours/days to complete training:

### Additional Information:

Published: 1996  
Cost: \$21.95 (paperback)

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Cultural Competence for Social Workers*  
**Author:** Joanne Philleo, Frances Larry Brisbane (eds.)  
**Publisher:** National Clearinghouse for Alcohol and Drug Information  
**Address:** PO Box 2345, Rockville, MD 20847-2345  
**Phone:** 800-729-6686 **Fax:** 301-468-6433 **E-mail:** info@health.org

**Type of Material:**

Curricula  Print  Web Site  Audio Visual   
Book

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other  Pacific Islanders,  
Gay and Lesbian

**Description:**

This volume expands the substance abuse content in social work training with particular emphasis on prevention and preventive services and also addresses the issues of cultural diversity and cultural competency.

**Specific Topics:**

- American Indians
- Hispanics/Latinos
- African Americans
- Asian Americans
- Pacific Islanders
- Gay and Lesbian Persons

**Number of hours/days to complete training:**

**Additional Information:**

Published: 1995  
Cost: No Charge. Can be ordered at <http://www.health.org>

## CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Multicultural Counselor Competencies: Assessment, Education and Training, and Supervision (Multicultural Aspects of Training Series, Vol. II)*  
**Author:** Donald B. Pope-Davis , Hardin L. K. Coleman (eds.)  
**Publisher:** Sage Publications, Inc.  
**Address:** 2455 Teller Road, Thousand Oaks, CA 91320  
**Phone:** 805-499-0721 **Fax:** 805-499-0871 **E-mail:** order@sagepub.com

### Type of Material:

Curricula  Print  Web Site  Audio Visual   
Book

### Target Audience:

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

### Client Populations:

African American  Latino  All Groups   
Native American  Asian  Other

### Description:

This volume considers ways to evaluate counselors for their awareness, knowledge, and skills in working with a broad spectrum of populations. It pulls together the essence of issues facing the establishment of competencies. Counseling educators and supervisors especially will want to use this book to ensure that their programs help counselors become more culturally aware and serve all clients with efficiency and respect.

### Specific Topics:

- Outcome of Training in the Philosophy of Assessment: Multicultural Counseling Competencies
- Portfolio Assessment of Multicultural Counseling Competence
- How "Multiculturalism" Obscures Race & Culture as Differential Aspects of Counseling Competency
- Sex Matters: Gender and Sexual Orientation in Training for Multicultural Counseling Competency
- Multicultural Counseling Training: A Competency Model and National Survey
- Course Development in Multicultural Counseling
- A Systemic Multicultural Curriculum Model: The Pedagogical Process
- Toward Defining a Multicultural Training Philosophy
- Using the Multicultural Change Intervention Matrix as a Multicultural Counseling Training Model
- A Multicultural Immersion Experience: Filling a Void in Multicultural Training
- Cultural Ambience: The Importance of a Culturally Aware Learning Environment in the Training and Education of Counselors
- Multiculturalism as a Context for Supervision: Perspectives, Limitations and Implications
- Multicultural Counseling Supervision: Central Issues, Theoretical Considerations, & Practical Strategies
- Facilitating Multicultural Competency in Counseling Supervision: Operationalizing a Practical Framework
- The Supervision Relationship in Multicultural Training
- Postmodern Supervision: A Multicultural Perspective
- Cross-Cultural Supervision: Issues for the White Supervisor

**Number of hours/days to complete training:**

**Additional Information:**

Published: 1997

Cost: \$27.50 (paperback)

\$55.00 (hardcover)

## CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *A Hispanic/Latino Family Approach to Substance Abuse Prevention*  
**Author:** Jose Szapocznik, Ph.D. (ed.)  
**Publisher:** National Clearinghouse for Alcohol and Drug Information  
**Address:** PO Box 2345, Rockville, MD 20847-2345  
**Phone:** 800-729-6686 **Fax:** 301-468-6433 **E-mail:** info@health.org

### Type of Material:

Curricula  Print  Web Site  Audio Visual   
Book

### Target Audience:

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Funders

### Client Populations:

African American  Latino  All Groups   
Native American  Asian  Other

### Description:

This monograph is intended to assist scientists, decision makers, and service providers in developing a deeper understanding of the role of family and culture in the prevention of alcohol and other drug abuse in Hispanic/Latino American populations. It is also intended to provide information on models of service delivery that are directed at strengthening families through culturally competent interventions.

### Specific Topics:

- Issues in Preventing Alcohol and Other Drug Abuse Among Hispanic/Latino Families
- Behavior Problems Among Hispanic/Latino Youths: The Family as Moderator of Adjustment
- Structural Family Therapy
- Strengthening Families: A Curriculum for Hispanic/Latino Parents
- Multicultural Effectiveness Training (MET) for Hispanic/Latino Parents
- Programa Mama/Mom's Project: A Community Based Outreach Model for Addicted Women
- The Avance Family Support and Education Program: Strengthening Families in the Pre-School Years
- Shenandoah: A School-Based Intervention

### Number of hours/days to complete training:

### Additional Information:

Cost: No Charge. Can be ordered at <http://www.health.org>

## CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Counseling the Culturally Different: Theory and Practice*  
**Author:** Derald Wing Sue, David Sue  
**Publisher:** John Wiley and Sons, Inc.  
**Address:** 605 Third Avenue, New York, NY 10158  
**Phone:** 212-850-6276 **Fax:** 212-850-6118 **E-mail:** dkarrel@wiley.com

### Type of Material:

Curricula  Print  Web Site  Audio Visual   
Book

### Target Audience:

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

### Client Populations:

African American  Latino  All Groups   
Native American  Asian  Other

### Description:

This work explores issues relevant to the culturally different in the United States and cuts across all ethnic/racial minorities. It is divided into three parts covering issues and concepts in cross-cultural counseling, counseling individual populations and critical incidents in cross-cultural counseling. Specifically, the conceptual framework is provided to aid in understanding the minority experience in the US, the role counseling has played with respect to larger social forces, and the practice of cross-cultural counseling in mental health agencies, industries, public schools and correctional settings.

### Specific Topics:

- The Politics of Counseling
- Barriers to Effective Cross-Cultural Counseling
- Cross-Cultural Communication/Counseling Styles
- Sociopolitical Considerations of Mistrust in Cross-Cultural Counseling
- Racial/Cultural Identity Development
- Cross-Cultural Family Counseling
- Dimensions of World Views
- The Culturally Skilled Counselor
- Counseling American Indians
- Counseling Asian Americans
- Counseling Black Americans
- Counseling Hispanic Americans
- Critical Incident Cases

### Number of hours/days to complete training:

### Additional Information:

Published: 1990  
Cost: \$45.00 (paperback)

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Relapse Prevention Counseling for African-Americans: A Culturally Specific Model*  
**Author:** Roland Williams, Terence T. Gorski  
**Publisher:** Herald House/Independence Press  
**Address:** PO Box 1770, Independence, MO 64055-0770  
**Phone:** 800-767-8181 **Fax:** 816-252-3976 **E-mail:** hhmark@heraldhouse.org

**Type of Material:**

Curricula  Print  Web Site  Audio Visual   
Book

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Funders

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

An adaptation of the CENAPS Relapse Prevention model tailored to the African-American Community. Includes twenty-two culturally specific warning signs derived from research done by Roland Williams.

**Specific Topics:**

- Origins of the Model
- Addiction and the Black Community
- Statistics
- High-Risk Thoughts, Feelings, and Action Urges
- Guidelines for Clinicians: Working with Chemically Dependent African Americans
- Working with Clients: Problems and Concerns
- The Relapse Process
- Using the Relapse Warning Signs List
- The Original CENAPS Relapse Warning Signs List
- CENAPS Brief Warning Signs List
- Relapse Warning Signs for African Americans
- Underlying Recovery Issues
- The Seven Clinical Processes
- A Challenge for You

**Number of hours/days to complete training:**

**Additional Information:**

Published: 1997  
Cost: \$9.00

## SECTION THREE

### VIDEO TAPES

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *A Thin Line: Recognizing Cultural Differences in Chemically Dependent Black Clients*

**Author:** Peter Bell and others

**Publisher:** African American Family Services

**Address:** 2616 Nicollet Avenue So., South Minneapolis, MN 55408

**Phone:** 612-871-7878 **Fax:** 612-871-2567 **E-mail:** svadnais@mtn.org

**Type of Material:**

Curricula  Print  Web Site  Audio Visual   
Video

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

This half hour program is structured around a live presentation by Peter Bell and uses short vignettes to give a thorough introduction to some of the unique needs that African American clients bring to the treatment setting. This tape is geared for use by professionals to help them deal with their African American clients in a more sensitive and effective manner.

**Specific Topics:**

- The Acculturated African American
- The Bicultured African American
- The Sub-Cultured African American
- The Traditionally Unacculturated African American

**Number of hours/days to complete training:**

30 Minutes

**Additional Information:**

Cost: \$162.00

Web Site: <http://www.aafs-mn.org>



CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Opening Doors: Techniques for Talking with Southeast Asian Clients About Alcohol and Other Drug Issues*  
**Author:** Metropolitan Indochinese Children and Adolescent Services, Southeast Asian Family Empowerment Project  
**Publisher:** National Clearinghouse for Alcohol and Drug Information  
**Address:** PO Box 2345, Rockville, MD 20847-2345  
**Phone:** 800-729-6686 **Fax:** 301-468-6433 **E-mail:** info@health.org

**Type of Material:**

Curricula  Print  Web Site  Audio Visual   
Video

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

This video demonstrates assessment and early intervention methods for Southeast Asian human service providers working with Southeast Asian clients. Success is achieved by the providers (1) becoming more active in the early identification, referral and intervention of AOD problems and (2) recognizing the unique aspects of AOD problems within Southeast Asian communities.

**Specific Topics:**

- Traditional Views on the Use of Alcohol in Vietnamese and Cambodian Cultures
- Story Telling Technique
- Practical Counseling Strategies
- The Role of Shame in the Family and Community

**Number of hours/days to complete training:**

One Hour

**Additional Information:**

Cost: \$12.50. Can be ordered at <http://www.health.org>

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Issues in Counseling African-American Clients and Managing Therapeutic Issues with African-American Clients*  
**Author:** Thomas Parham, Ph.D.  
**Publisher:** Microtraining Associates  
**Address:** PO Box 9641, North Amherst, MA 01059-9641  
**Phone:** 413-549-2630 **Fax:** 413-549-0212 **E-mail:**

**Type of Material:**

Curricula  Print  Web Site  Audio Visual   
Video

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Funders

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

Drawing from Afrocentric theory, Parham illustrates a new approach to working with African Americans and making a significant difference. The two videos are for classroom and professional presentations.

**Specific Topics:**

- Issues in Counseling. Afrocentric theory and its implications for practice.
- Managing Therapeutic Issues. Much needed specifics for clinical practice and treatment planning.

**Number of hours/days to complete training:**

Issues in Counseling: 57 minutes  
Managing Therapeutic Issues: 44 minutes

**Additional Information:**

Published: 1992  
Cost: \$125.00 per tape

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Multicultural Counseling: Issues of Ethnic Diversity*  
**Author:** Donald Pope-Davis  
**Publisher:** American Counseling Association  
**Address:** 5999 Stevenson Avenue, Alexandria, VA 22304-3300  
**Phone:** 800-422-2648      **Fax:** 800-473-2329      **E-mail:** tmarino@counseling.org

**Type of Material:**

Training Curricula       Print Material   
Manual and Workbook      Web Site       Audio Visual   
Video

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American       Latino       All Groups   
Native American       Asian       Other

**Description:**

This video contains sessions with counselors and clients from different ethnic backgrounds to demonstrate how they are able to communicate effectively despite cultural differences. The video is accompanied by a workbook that is both a supplement and teaching aid. Manual also included.

**Specific topics covered:**

- Internal Processes Occurring During Culturally Competent Interactions

**Number of hours/days to complete training:**

28 minutes

**Additional Information:**

Cost: \$150.00

## SECTION FOUR

### WORLD WIDE WEB SITES

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Multi-Cultural Counseling: The New Paradigm for Substance Abuse Professionals*  
**Author:** Karen Kelly (Instructor)  
**Publisher:** Distance Learning Center for Addiction Studies  
**Address:** PO Box 240663, Apple Valley, MN 55124-0663  
**Phone:** 612-431-4240 **Fax:** 612-431-1163 **E-mail:** coordinator@dlcas.com

**Type of Material:**

Curricula  Print  Web Site  Audio Visual   
Readings  <http://www.dlcas.com>

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other

**Description:**

A course that looks at knowledge and information regarding cultural needs of clients in treatment and recovery programming. To receive NAADAC continuing education hours, participants must complete all required readings, receive a grade of at least 80% on the post-test and complete a course evaluation. Students have the option of posting questions on the message board and of participating in a monthly chat. Three credit hours.

**Specific Topics:**

- Knowledge and Information Regarding Cultural Needs of Clients in Treatment and Recovery

**Number of hours/days to complete training:**

**Additional Information:**

Cost: \$35.00

CULTURAL COMPETENCY TRAINING MATERIALS

**Title:** *Counseling Women of Color*  
**Author:** Florida Alcohol and Drug Abuse Association  
**Publisher:**  
**Address:** 1030 E. Lafayette Street, Suite 10, Tallahassee, FL 32301-4559  
**Phone:** 904-878-2196 **Fax:** 904-878-6548 **E-mail:** fadaa@fadaa.org

**Type of Material:**

Training Curricula  Print Material  Web Site  Audio Visual   
<http://www.fadaa.org/resource/jtf/color.html>

**Target Audience:**

Clinicians (assessment, treatment, prevention)   
Administrators   
Policy Makers   
Fundors

**Client Populations:**

African American  Latino  All Groups   
Native American  Asian  Other  Women

**Description:**

A fact sheet with tips for providing culturally specific substance abuse treatment for women of color.

**Specific Topics:**

- Race and Gender
- Drugs of Abuse
- Cultural Communication
- Providing Support
- Conclusion

**Number of hours/days to complete training:**

**Additional Information:**

Cost: Single hard copies of the fact sheet are free of charge and may be ordered on the web site.

