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BIPOC Clinical Practice Workbook

A clinically branded, function-preserving edition retaining the original exercises, psychoeducation, checklists, logs, planning tools, and response space.

DSM-5-TR · ICD-11 CLINICAL ALIGNMENT

1 · Identifying Stressors in BIPOC Communities

2 · Coping Strategies for Stress

3 · Understanding Racial Trauma

4 · Managing Family Expectations

5 · Setting Boundaries

6 · Challenging Negative Thoughts

7 · Exploring Cultural Identity

8 · Understanding Cultural Values and Beliefs

9 · Cultural Strengths and Resilience

10 · Navigating Conflicting Identities

11 · Building a Support Network

12 · Identifying Barriers to Seeking Help

13 · Strategies to Overcome Barriers

14 · Finding Culturally Competent Mental Health Providers

15 · Building a Personal Resource List

How to use this workbook

- Use this workbook selectively and collaboratively; it is educational and does not replace individualized assessment, diagnosis, treatment, medical care, or crisis services.
- Skip, pause, or modify any activity that increases distress, danger, shame, or loss of functioning. Adapt language for culture, disability, neurodivergence, health, resources, and lived context.
- Ratings in this workbook are reflection tools unless a named, validated measure and interpretation are explicitly provided.

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Identifying Stressors in BIPOC Communities

1. Describe a recent situation where you felt stressed or overwhelmed.

What happened?

Example: "I felt stressed when a colleague made a stereotypical comment about my cultural background during a meeting."

- How did this situation affect you emotionally, physically, and mentally?

2. Are there any stressors within your family or community that impact you? Describe them.

Example: "There is a lot of pressure from my family to succeed academically, which makes me feel anxious."

- How do these stressors affect your relationships and overall well-being?

3. Identify any stressors related to your work or educational environment.

Example: "I often feel isolated at work because I am one of the few people of color in my department."

- How do these stressors influence your performance and mental health?

4. Reflect on any societal or systemic issues that contribute to your stress.

Example: "Experiencing racial profiling by law enforcement has made me feel unsafe in my own community."

- How do these larger issues impact your day-to-day life?

5. How do these stressors influence your behavior (e.g., avoiding certain situations, changes in eating or sleeping habits)?

Example: "I tend to withdraw from social activities when I feel overwhelmed by societal stressors."

Coping Strategies for Stress

1. Write down the main sources of stress in your life (e.g., Work deadlines, family expectations, societal discrimination.)

2. What are some ways you currently cope with stress? Are these coping mechanisms effective? Why or why not?

Example: "I usually watch TV to relax, but sometimes it makes me feel more anxious."

3. List activities or practices that help you relax and reduce stress (e.g., exercise, meditation, hobbies).

4. Identify cultural practices or community resources that help you manage stress (e.g., cultural rituals, community gatherings, faith-based activities).

5. Identify people you can turn to for support (e.g., friends, family, community leaders, therapist). How can you strengthen your relationships with supportive people?

6. What mindfulness or relaxation techniques have you tried or are interested in trying? The following are some examples. Check off the ones that apply or add more to the list:

- ☐ **Deep Breathing:** Focus on taking slow, deep breaths, inhaling through the nose and exhaling through the mouth.
- ☐ **Progressive Muscle Relaxation:** Tense and then relax each muscle group, starting from the toes and moving up to the head.
- ☐ **Body Scan Meditation:** Pay attention to each part of your body, starting from the toes and moving up, noting any sensations.
- ☐ **Mindful Walking:** Walk slowly and focus on the sensations of your feet touching the ground and your breath.
- ☐ **Guided Imagery:** Imagine a peaceful scene, like a beach or forest, and immerse yourself in the details.
- ☐ **Mindful Eating:** Eat slowly, savoring each bite and paying attention to the flavors, textures, and aromas.
- ☐ **Visualization:** Visualize achieving a goal or overcoming a challenge with a positive outcome.
- ☐ **Mindful Coloring:** Color in a coloring book, focusing on the colors and patterns.
- ☐ **Nature Walks:** Spend time in nature, paying attention to the sights, sounds, and smells around you.

- ☐ **Journaling:** Write about your thoughts and feelings to process and release them.
- ☐ **Grounding Exercises:** Use your senses to ground yourself in the present moment by naming things you can see, hear, touch, smell, and taste.
- ☐ **Pet Therapy:** Spend time with a pet, focusing on the sensations of petting them and the comfort they provide.
- ☐ **Counting Backwards:** Count backwards from 100, focusing on each number and your breath.
- ☐ **Mantra Repetition:** Repeat a calming word or phrase, focusing on its sound and meaning.
- ☐ **Hand Massage:** Give yourself a hand massage, paying attention to the sensations in your fingers and palms.
- ☐ _____
- ☐ _____

7. Explore creative activities that help you express your emotions and reduce stress. The following are some suggestions. Check off the ones that may be helpful or add more to the list:

- ☐ **Painting:** Use colors and brushes to create abstract or realistic art that reflects your emotions.
- ☐ **Drawing:** Sketch your feelings or create detailed drawings that convey your mood.
- ☐ **Creative Writing:** Write poems, short stories, or essays to express your inner thoughts and emotions.
- ☐ **Collage Making:** Use magazines, photos, and other materials to create a collage that represents your feelings.
- ☐ **Sculpting:** Mold clay or other materials to create shapes and forms that express your emotions.

- ☐ **Photography:** Capture images that reflect your mood or emotions, and create a photo journal.
- ☐ **Cooking or Baking:** Prepare a dish or bake something creative to channel your emotions through culinary arts.
- ☐ **Knitting or Crocheting:** Create patterns and designs with yarn to focus your mind and reduce stress.
- ☐ **Crafting:** Engage in various crafts like making jewelry, decorations, or DIY projects to express creativity.
- ☐ **Gardening:** Plant flowers, vegetables, or herbs and connect with nature to calm your mind.
- ☐ **Pottery:** Use a pottery wheel or hand-build with clay to create objects that reflect your emotions.
- ☐ **Calligraphy:** Practice beautiful handwriting and create artistic text to express emotions.
- ☐ **DIY Home Décor:** Create and decorate items for your home that reflect your personal style and mood.
- ☐ **Woodworking:** Build or carve items from wood to channel your energy into creating something tangible.
- ☐ **Soap Making:** Create handmade soaps with different shapes, colors, and scents to express creativity.
- ☐ **Candle Making:** Design and create candles with unique colors and scents that reflect your emotions.
- ☐ **Upcycling Projects:** Transform old items into new, creative projects to reduce waste and express creativity.
- ☐ **Ceramics Painting:** Paint pre-made ceramic items to create personalized and expressive pieces.
- ☐ _____
- ☐ _____

8. What types of exercise do you enjoy the most? Can you incorporate short physical activities into your daily routine?

9. Consider how your lifestyle choices impact your stress levels. What changes can you make to improve your energy levels?

Example: "Eating healthy meals and getting enough sleep make a big difference."

10. Outline a plan to incorporate new coping strategies into your daily life.

Example: "I will practice deep breathing for 10 minutes each morning."

11. What challenges might you face in sticking to your plan? How can you overcome them?

13. Reflect on which coping strategies have been most effective. Which coping strategies have you found most helpful?

Example: "Exercise and journaling have significantly reduced my stress."

13. Are there any strategies that did not work as well as you hoped?

14. Make adjustments to your coping plan based on your experiences. Are there new strategies you would like to try?

Example: "I will try adding a weekly art class to explore creative expression."

Understanding Racial Trauma

1. Personal Experiences of Racial Trauma

- Can you recall a time when you experienced racial trauma?

Example: "I have faced racial discrimination in the workplace."

- How did this experience make you feel?

2. Witnessing Racial Trauma

- Have you witnessed acts of racial trauma or violence?

Example: "I have seen racial violence on the news that deeply affected me."

- How did witnessing these events impact you emotionally and mentally?

- Do you feel that witnessing racial trauma has influenced your sense of safety or well-being?

3. Microaggressions and Daily Stressors

Microaggressions are subtle, often unintentional, forms of discrimination or bias that can be verbal, non-verbal, or environmental. They typically manifest as small, everyday interactions that convey negative or derogatory messages to individuals based on their marginalized group membership.

Examples of Microaggressions

1. Verbal Microaggressions

- **Compliments or Comments:** "You speak English so well!" (implying that someone who is not white is a foreigner).
- **Questions:** "Where are you really from?" (implying that a person of color is not truly from their country of residence).

2. Non-verbal Microaggressions

- **Avoidance:** Clutching a purse or crossing the street to avoid someone based on their race.
- **Exclusion:** Ignoring or overlooking someone in a group discussion based on gender, race, or other marginalized status.
- What types of microaggressions have you experienced?

Example: "I often experience microaggressions in social settings."

- How do these daily stressors affect your mental health and well-being?

- Are there specific environments or situations where you feel more vulnerable to racial trauma?

4. Emotional and Physical Impact

- How do you feel emotionally after experiencing or witnessing racial trauma?

- How long do these emotional responses typically last for you?

- Have you experienced any physical symptoms as a result of racial trauma?

- How do these physical symptoms affect your daily life?

- How has racial trauma influenced your behavior and interactions with others?

Example: "I have become more withdrawn and avoid social interactions."

- Do you avoid certain places or activities because of racial trauma?

5. Coping with Racial Trauma

- What coping strategies have you found helpful in dealing with racial trauma?

- Are there specific activities or practices that provide you with a sense of relief or comfort?

- Who do you turn to for support when dealing with racial trauma?

- What self-care practices do you engage in to support your mental health?

- Are there new self-care practices you would like to try?

6. Reflecting on Growth and Resilience

- How have your experiences with racial trauma contributed to your personal growth?

- What strengths have you developed in response to these challenges?

- What specific actions will you take to address and heal from racial trauma? The following are some suggestions. Check off the ones that may be helpful or add more to the list:

- ☐ **Seek Therapy:** Find a therapist who is culturally competent and experienced in dealing with racial trauma.

- ☐ **Join Support Groups:** Connect with others who share similar experiences in a safe, supportive environment.
- ☐ **Practice Mindfulness:** Engage in mindfulness techniques to manage stress and stay grounded.
- ☐ **Educate Yourself:** Learn about the history and impact of racism to better understand your experiences.
- ☐ **Express Yourself:** Use creative outlets like writing, art, or music to express your emotions.
- ☐ **Set Boundaries:** Establish boundaries with people or environments that trigger your trauma.
- ☐ **Engage in Activism:** Get involved in social justice movements to empower yourself and fight against systemic racism.
- ☐ **Self-Care:** Prioritize self-care activities that nurture your body and mind.
- ☐ **Limit Media Consumption:** Reduce exposure to distressing news or social media content that exacerbates trauma.
- ☐ **Journal:** Write about your experiences and feelings to process your trauma.
- ☐ **Foster Safe Spaces:** Create environments where you feel safe to express yourself and discuss your experiences.
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____

Managing Family Expectations

1. Identifying Family Expectations

- What are some of the expectations your family has about mental health?

Example: "My family expects me to handle my problems on my own without seeking professional help."

- What cultural, religious, or societal beliefs contribute to your family's expectations?

Example: "In my culture, mental health issues are often seen as a private matter that should not be discussed outside the family."

- Do you agree or disagree with these expectations? Why?

2. Communicating with Family

- How can you start a conversation about mental health with your family?

Example: "I will find a quiet time to talk to my parents about the importance of mental health care."

- What specific points do you want to communicate to them?

- What are some potential challenges you might face during this conversation?

- What boundaries do you need to set with your family to protect your mental health?

Example: "I will set a boundary that my therapy sessions are private and not open for discussion."

- What are some potential reactions from your family, and how can you handle them?

Setting Boundaries

Boundaries are a way to communicate to others how you want to be treated and respected. Setting boundaries involves clear and respectful communication of your needs without infringing on others' rights. Boundaries are not meant to punish others but to protect your well-being.

Example:

- *Boundary: "I will not respond to work emails after 7 PM."*
- *What it is: Protecting personal time and preventing burnout.*
- *What it is not: Ignoring important responsibilities or being unprofessional.*

1. Identify Your Needs

- What do you need to feel safe and respected in your relationships?

- When have you felt your boundaries were crossed? How did it affect you?

- Are there recurring situations where you feel uncomfortable or disrespected?

2. Setting Boundaries

Physical Boundaries (Examples: Personal space, physical touch.)

- Do you feel comfortable with the amount of physical space others give you? Reflect on different settings (e.g., work, social gatherings) and how you feel in each.

- How do you feel about physical touch from others? What is acceptable and what is not?

Emotional Boundaries (Examples: Sharing personal information, emotional support.)

- How much personal information are you comfortable sharing with others?

- What topics do you find difficult to share with others? Why?

- How do you feel when others share their personal problems with you?
When do you feel it becomes too much?

Intellectual Boundaries (Examples: Respecting ideas and beliefs, engaging in debates)

- How do you feel when others challenge your ideas or beliefs? Reflect on your comfort level with debates and discussions.

- Identify areas where you are open to discussion and areas you prefer to avoid.

Social Boundaries (Examples: Time spent with others, social commitments)

- Reflect on how you manage your social life to ensure you have enough personal time.

- How do you handle invitations to social events that you do not want to attend?

Financial Boundaries (Examples: Lending money, discussing financial matters)

- How do you feel about lending money to friends or family? Reflect on your comfort level and the conditions under which you are willing to lend money.

3. Communicating Boundaries

- Find a calm and private setting to discuss your boundaries.

Example: "I will talk to my family about my need for quiet time after dinner."

- Frame your boundary setting using "I" statements to avoid sounding accusatory.

Example: "I feel overwhelmed when there is noise while I am working. I need a quieter environment."

- Clearly articulate what your boundary is and why it is important.

Example: "I need at least one hour of alone time each day to recharge."

- What challenges might you face in communicating your boundaries?

How can you overcome them?

- Practice boundary communication.

Example:

- *Situation: Family members frequently interrupt your work-from-home time.*
- *Boundary: "I need uninterrupted time to focus on my work. Please knock before entering my workspace."*
- *Practice Statement: "I appreciate your understanding. I feel more productive when I can work without interruptions."*

Situation: _____

Boundary: _____

Practice Statement: _____

4. Reflecting on Your Experience

- Reflect on how the conversation went and what the outcomes were.

- Adjust your communication strategy based on the outcomes and feedback.

Example: "Next time, I will explain my needs more clearly to avoid misunderstandings."

- What lessons have you learned that can help you in future boundary-setting conversations?

Challenging Negative Thoughts

1. Identifying Negative Thoughts

- Identify negative thoughts influenced by experiences of discrimination or racism that you tend to experience. The following are some examples. Check off the ones that apply or add more to the list:

- ☐ "I'm not good enough because of my race."
- ☐ "People will always judge me based on my skin color."
- ☐ "I don't belong here."
- ☐ "I will never be as successful as others because of my background."
- ☐ "They only see my race, not my abilities."
- ☐ "No one will ever truly understand my experiences."
- ☐ "I have to work twice as hard to get half as much."
- ☐ "I can't trust anyone because they might be prejudiced."
- ☐ "People assume the worst about me because of my appearance."
- ☐ "I have to hide parts of my identity to fit in."
- ☐ "I'm constantly under scrutiny because of my ethnicity."
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____

- Whenever you notice a negative thought, write it down.

2. Understanding the Impact of Negative Thoughts

- How does this thought make you feel?

Example: "I feel sad and defeated."

- How does this thought influence your behavior?

Example: "I avoid applying for other jobs because I feel it's pointless."

- How does this thought affect your body?

Example: "I feel tense and anxious."

3. Challenging Negative Thoughts

Thought: _____

- What evidence supports this thought?

- What evidence contradicts this thought?

- What would you tell a friend having the same thought?

- What are some alternative, more balanced thoughts?

Example: "This one job rejection doesn't define my worth or my potential. I'll keep trying and find the right opportunity."

- Create affirmations that counteract the negative thoughts.

Example: "I am capable and deserving of opportunities. My race is a strength, not a hindrance."

- Be kind to yourself when you notice negative thoughts.

Example: "It's okay to feel this way. I am doing my best, and that is enough."

Exploring Cultural Identity

1. Family History

- Where are your ancestors from?

- What cultural traditions have been passed down in your family?

- Are there any family stories or historical events that are significant to your identity?

2. Cultural Traditions

- What holidays or festivals do you celebrate?

- What customs or practices do you observe in your daily life?

- How do these traditions make you feel connected to your culture?

3. Language and Communication

- What languages are spoken in your family or community?

- How does language influence your sense of identity?

- Are there any dialects or phrases unique to your cultural background?

4. Personal Identity and Expression

- What aspects of your culture do you feel most connected to?

- How does your cultural identity influence your values and beliefs?

5. Cultural Challenges

- Have you faced any challenges or discrimination because of your cultural identity?

- How do you navigate these challenges while maintaining pride in your culture?

6. Role Models and Influences

- Who are your role models within your cultural community?

- How have these individuals influenced your identity and aspirations?

7. Future Goals and Cultural Identity

- Reflect on how you want to engage with your cultural identity in the future.

Understanding Cultural Values and Beliefs

1. Family Values

- What values were you taught by your family growing up?

Example: "In my family, we value respect for elders and close family bonds."

- How do these values influence your behavior and decisions?

- Are there any specific family traditions that reinforce these values?

2. Community Values

- What values are commonly upheld in your community?

Example: "My community places a high value on mutual support and solidarity."

- Are there community practices or events that highlight these values?

3. Personal Values

- What values do you prioritize in your own life? The following are some examples.

Achievement - Adventure - Ambition - Assertiveness - Balance - Belonging
- Bravery - Calmness - Caring - Charity - Cheerfulness - Compassion -
Confidence - Contribution - Creativity - Curiosity - Dignity - Discipline -
Education - Empathy - Ethics - Faith - Family - Freedom - Friendship -
Fun - Generosity - Health - Honesty - Honor - Hope - Humility - Humor -
Independence - Leadership - Learning - Love - Loyalty - Maturity -
Meaning - Open-mindedness - Optimism - Organization - Originality -
Patience - Peace - Respect - Safety - Security - Service - Sincerity -
Simplicity - Spirituality - Stability - Strength - Success - Support -
Tolerance - Tradition - Trust - Warmth - Wealth - Well-being - Wisdom

- How do these values guide your actions and choices?

- Are there any values you hold that differ from those of your family or community?

4. Cultural Narratives and Stories

- What cultural stories or myths are important to you?

Example: "Stories from my culture often emphasize resilience and perseverance."

- How do these narratives influence your worldview and values?

- Are there any specific lessons or morals you have learned from these stories?

5. Challenges and Conflicts

- Consider any challenges or conflicts you have faced related to your cultural values and beliefs.

- How do you navigate situations where your values or beliefs are challenged?

- Are there any strategies you use to resolve these conflicts while staying true to your cultural identity?

6. Embracing and Celebrating Cultural Values and Beliefs

- Identify ways to celebrate and honor your cultural values and beliefs.

Example: "I celebrate my cultural values by participating in traditional festivals and ceremonies."

Cultural Strengths and Resilience

1. Identifying Cultural Strengths

- How does your community support its members?

Example: "My community comes together to support each other during difficult times."

- How has community support helped you in your life?

2. Cultural Pride

- What aspects of your culture make you feel proud?

Example: "I take pride in our rich cultural history and traditions."

- How does cultural pride influence your self-esteem and identity?

3. Historical Resilience

- What historical events demonstrate the resilience of your culture?

- What lessons of resilience can you draw from your cultural history?

4. Personal Resilience

- How have you demonstrated resilience in your life?

- What personal experiences have strengthened your resilience?

5. Coping Strategies

- What coping strategies have you learned from your culture?

Navigating Conflicting Identities

Conflicting identities occur when an individual holds multiple social identities that may have competing expectations, values, or experiences, leading to internal or external tension. This can be particularly challenging for individuals in BIPOC (Black, Indigenous, and People of Color) communities who navigate multiple cultural, racial, ethnic, gender, and other social identities simultaneously.

- Example: A bilingual Hispanic person may feel a conflict between maintaining their native language and the pressure to speak only English to assimilate into the broader national identity.

1. Identifying Conflicting Identities

- What are the different aspects of your identity that seem to conflict with each other?

- How do these conflicts manifest in your daily life?

- Which of these aspects are most significant to you?

2. Emotional and Mental Health Impact

- What specific emotions do you experience when dealing with these conflicts?

Example: "Feeling torn between my cultural heritage and my personal beliefs causes stress."

- How do external pressures influence your experience of conflicting identities?

- How do these pressures affect your emotional and mental well-being?

3. Coping Strategies and Resilience

- What coping strategies do you find effective in managing the stress of conflicting identities?

Example: "I seek support from friends who understand both sides of my conflict."

- Are there additional coping strategies you would like to explore? The following are some suggestions. Check off the ones that may be helpful or add more to the list:

- ☐ **Therapy:** Seek therapy with a culturally competent therapist who understands the complexities of navigating multiple identities.
- ☐ **Support Groups:** Join support groups that focus on intersectional identities to find community and understanding.
- ☐ **Set Boundaries:** Establish and communicate clear boundaries to protect your well-being in various environments.
- ☐ **Cultural Practices:** Engage in cultural traditions and practices that affirm your identity and heritage.
- ☐ **Creative Expression:** Use art, music, writing, or other forms of creative expression to explore and affirm your identities.
- ☐ **Education and Advocacy:** Educate yourself about intersectionality and advocate for understanding and respect for diverse identities.
- ☐ **Self-Compassion:** Practice self-compassion by being kind to yourself and acknowledging the challenges you face.

- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____

Building a Support Network

1. Who is in Your Current Support Network?

- Who do you turn to when you need emotional support?

- Who helps you with practical tasks or advice?

- Are there any community organizations or groups you are part of?

2. Evaluating Your Current Support

- Reflect on the quality and type of support you receive from each person or group.

Example: "My sister is great at listening to my problems, but I don't see her often."

3. Expanding Your Support Network

- Consider new people or groups who could become part of your support network.

Example: "A coworker who shares similar interests, a local cultural organization."

- Are there any social or interest groups you can join?

- Are there professionals (e.g., therapists, mentors) who can provide support?

4. Connecting with Potential Supporters

- Plan how to reach out and build connections with potential supporters.

Example: "I will invite my coworker for coffee to get to know them better."

- Are there specific events or activities where you can meet new people?

5. Strengthening Your Support Network

- Develop strategies to maintain and strengthen existing relationships.

Example: "Schedule regular check-ins with my best friend."

- What activities or rituals can you establish to maintain these connections?

- How will you show appreciation and reciprocate support?

6. Communicating Your Needs

- What specific needs do you have that you would like your support network to address?

- How can you communicate these needs clearly and respectfully?

7. When to Seek Support

- What are some signs that you need to seek support?

- Are there specific times or events that tend to be particularly stressful?

- How will you remind yourself to reach out for support when needed?

Identifying Barriers to Seeking Help

1. Personal Experiences

- What personal barriers have you encountered when seeking help for mental health?

- Can you recall specific instances where these barriers affected your actions?

- Where do you think these barriers originate from (e.g., cultural beliefs, societal stigma, personal fears)?

- How have these origins influenced your perception of mental health and seeking help?

2. Societal and Cultural Barriers

- What societal barriers have you encountered when seeking help for mental health?

Example: "There is a lack of mental health professionals who understand my cultural background."

- In what ways do these barriers affect your willingness to seek help?

- Are there specific cultural norms that discourage seeking help?

3. Access and Availability

- What barriers have you faced in accessing mental health services (e.g., location, cost, availability)?

- What steps have you taken to try to overcome these access barriers?

4. Emotional and Psychological Barriers

- How have internalized stigma and shame affected your decision to seek help?

- What messages have you received from your community or family about mental health?

- How do these internalized feelings impact your mental health?

- What fears or mistrust do you have about seeking help for mental health?

- Are there past experiences that contribute to these fears or mistrust?

Strategies to Overcome Barriers

1. Challenging Internalized Stigma and Shame

- What steps can you take to challenge internalized stigma and shame?

- How can you reframe your thoughts about seeking help for mental health?

2. Building Confidence to Seek Help

- What actions can you take to build your confidence in seeking help?

- How can you remind yourself of the benefits of seeking help for mental health?

- What positive experiences can you draw on to build your confidence?

3. Strategies for Overcoming Barriers

- What resources can you use to find culturally competent care?

*Example: **Inclusive Therapists** provide a directory or directly matches people with therapists who will offer care specifically for your unique identity. <https://www.inclusivetherapists.com/>*

- How can you assess whether a mental health professional is a good fit for your cultural needs?

- What resources are available in your area for mental health support?

- What online resources can you use to access mental health support?

- Are there specific programs or initiatives that resonate with your experiences?

Finding Culturally Competent Mental Health Providers

1. Understanding Culturally Competent Care

- What does culturally competent care mean to you?

- Why is it important to have a mental health provider who understands your cultural background?

- What qualities do you look for in a culturally competent mental health provider?

- What experiences have you had with providers who were culturally competent or not?

2. Initial Consultation Questions

- Develop questions to ask during an initial consultation to evaluate cultural competence. The following are some suggestions. Check off the ones that may be helpful or add more to the list:

- ☐ Do you have experience working with BIPOC clients?
- ☐ How do you approach cultural differences in therapy?
- ☐ Can you incorporate my cultural practices and beliefs into our sessions?
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____

Building a Personal Resource List

1. Identifying Needs

- What are your primary mental health concerns?

Example: "I need resources for managing anxiety and stress."

- What types of resources (e.g., support groups, therapy, self-help books) do you think would help you most?

- How do you prefer to access mental health resources (online, in-person, etc.)?

- What do you hope to accomplish by having a personal resource list?

Example: "I want to create a list of go-to resources for times when I feel overwhelmed."

2. Finding Resources

- Compile a list of therapists, counselors, and other mental health professionals who specialize in BIPOC mental health.

- Identify support groups and community organizations that focus on BIPOC mental health.

- List self-help books, apps, websites, and other tools that can support your mental health.

The following are some suggestions:

Asian Mental Health Collective

Its mission is to raise awareness about the importance of mental health care, promote emotional well-being, and challenge the stigma concerning mental illness amongst Asian communities globally.

<https://www.asianmhc.org/>

Black Emotional and Mental Health Collective (BEAM)

Its mission is to remove the barriers that Black people experience getting access to emotional health care and healing.

<https://beam.community/>

Black Girls Smile

Its mission is to empower young American women to take ownership of their mental health and stability.

<https://www.blackgirlssmile.org/resources>

MANA A National Latina Organization

A national grassroots membership organization with chapters, individual members and affiliates across the country.

<https://www.hermana.org/>

South Asian Mental Health Alliance

A new non-profit community network engaging, educating and mobilizing the BC South Asian community around issues related to mental health.

<http://samhaa.org/>

The Loveland Foundation

Provides financial assistance to Black women and girls seeking therapy.

<https://thelovelandfoundation.org/>

We R Native

Offers resources for Native youth on various topics, including mental health.

<https://www.wernative.org/>

Melanin & Mental Health

Connects individuals with therapists who understand their cultural background.

<https://www.melaninandmentalhealth.com/>

Therapy Directory

Inclusive Therapists

Provides a directory or directly matches people with therapists who will offer care specifically for your unique identity.

<https://www.inclusivetherapists.com/>

Therapy for Black Girls

Offers a directory of mental health professionals and a supportive community for Black women and girls.

<https://therapyforblackgirls.com/>

Latinx Therapy

A directory of Latinx therapists and resources to end the stigma of mental health in Latinx communities.

<https://www.latinxtherapy.com/>

2026 Clinical Alignment

DSM-5-TR (including Sept. 2025 update) · ICD-11 CDDR / 2026 MMS

Classification status

- DSM-5-TR: No standalone DSM-5-TR diagnosis under the workbook title · educational/contextual topic unless a separately assessed disorder applies
- ICD-11 CDDR: No dedicated ICD-11 CDDR mental-disorder code under the workbook title · educational/contextual topic unless another coded condition is established
- This workbook is non-diagnostic. A title, checklist, or completed activity never establishes a diagnosis.

Pages requiring the updated interpretation

- The audit identified source pages 2, 6, 8, 12, 15, 17, 18, 20, 21, 26, 40, 41, 50, 52, 53, 54, 55, 56. The statements below supersede incompatible diagnostic, scoring, safety, or resource wording on those pages.

Diagnostic and differential limits

- Use BIPOC material to support assessment or intervention planning, not to assign a diagnosis. Evaluate duration, severity, clinically significant distress or impairment, developmental and cultural context, medical/substance causes, exclusions, and relevant differentials.

Document-specific corrections

- Keep BIPOC explicitly non-diagnostic; its exercises organize experience and goals but do not establish a mental disorder or causal explanation.
- Supersede diagnostic-sounding scoring on pages [2]: disclose whether each tool is validated or author-created, remove unsupported thresholds, and separate symptom monitoring from diagnosis.
- Revise exposure content on pages [18] to require consent, an objectively safe graded hierarchy, condition-specific response guidance, progress review, and stop/reassessment criteria; never equate flooding with effective exposure.
- Replace crisis wording on pages [2] with the current U.S. 988 call/text/chat pathway, 911 or nearest emergency department for immediate danger/medical emergency, and a direction to use verified local services outside the United States.

Measures, scoring, and permissions

- Pages [2] contain named, implied, or author-created screening/rating content . These scores are not diagnostic unless the exact instrument, version, validation population, administration, and interpretation are established. Identify provenance for every item set and scoring rule. Obtain publisher permission/license when required; otherwise remove cutoffs and label it as a nonvalidated reflection checklist, or replace it with a properly licensed measure without altering its wording/scoring.

Intervention scope and contraindications

- For BIPOC, exposure must be voluntary, graded, condition-specific, and conducted only in objectively safe and lawful situations. Do not prescribe flooding; screen medical limitations, trauma cues, dissociation, intoxication, and whether avoidance reflects real danger rather than phobic fear.

Crisis and current resources

- For BIPOC, use: · If there is immediate danger or a medical emergency, call 911 or go to the nearest emergency department. In the U.S., call or text 988 or use 988lifeline.org for 24/7 crisis support. Outside the U.S., use verified local emergency and crisis services. · Verify all topic-specific agencies and links at publication.

Authoritative references

- <https://www.psychiatry.org/psychiatrists/practice/dsm/updates-to-dsm/updates-to-dsm-5-tr-criteria-text>
- <https://www.psychiatry.org/getmedia/b68a5776-f88c-45c7-9535-fd219d7aa5cb/APA-DSM5TR-Update-September-2025.pdf>
- <https://icd.who.int/browse/2026-01/mms/en>
- <https://www.who.int/publications/i/item/9789240077263>
- <https://www.samhsa.gov/mental-health/988>

2026 Clinical Alignment

DSM-5-TR (including Sept. 2025 update) · ICD-11 CDDR / 2026 MMS

- <https://www.samhsa.gov/mental-health/national-behavioral-health-crisis-care>
- <https://www.nice.org.uk/guidance>
- <https://988lifeline.org/>