

Women's Health in Canada thus incorporates a number of different and sometimes conflicting perspectives. Such theoretical tensions might be characterised as textual inconsistency, but the over-arching commitment of the writers to an intersecting analysis of health and illness holds this book together. The wide range of approaches to a panoply of topics renders *Women's Health in Canada* a highly useful collection.

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CULTURE-INFUSED COUNSELLING: CELEBRATING THE CANADIAN MOSAIC

Nancy Arthur and Sandra Collins,
Eds.
Calgary: Counselling Concepts,
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REVIEWED BY DAWN MCBRIDE

Starting from the powerful and colourful illustration on the cover of the book to the last chapter addressing the future of multicultural counselling, the book *Culture-Infused Counselling: Celebrating the Canadian Mosaic* offers a wonderfully rich and comprehensive view of multiculturalism and multicultural counselling from the Canadian perspective. For too long Canadian faculty, counsellors, and psychologists had to rely on American sources for information on multicultural counselling, in spite of significant differences in social and political climate, patterns of immigration, and national policies on multiculturalism. Thanks to the editors of this well designed and engaging book, Canadians in the helping professions finally have a

solidly written book to consult on how to weave culture into their everyday practice.

Arthur and Collins provide an excellent balance of theory and practice. These two editors contributed four strong conceptual chapters at the beginning of the book that drew on existing literature on multicultural counselling and multicultural counselling competencies to provide a new perspective on how culture fits into all areas of professional practice. They also contributed individual chapters on specific populations and wrote a concluding chapter, which pulled together the key themes from the book and related it to upcoming trends and challenges for the helping profession.

To introduce the reader to the field, the book begins with a very interesting review of the Canadian context addressing the history of the First Nations people, the bilingual nature of Canada, and Canada's policy on multiculturalism. The editors/authors then carefully define some of the key constructs associated with multicultural counselling, providing a conceptual framework for their perspective on culture-infused counselling. This is such an important section that it will be explained in more detail after presenting the editors/authors' definition of culture.

One of the main strengths of the book is Arthur and Collins' broadening the definition of culture to be inclusive of ethnicity, gender, sexual orientation, ability, age, and socioeconomic status, pushing the boundaries of what is traditionally considered within the focus of multicultural counselling, and emphasizing the interplay of various multiple non-dominant identities. This unique perspective is reflected in their counselling orientation which they refer to as "Culture-Infused Counselling." This is a style of counselling that emphasizes "the conscious and purposeful infusion of cultural awareness and sensitivity into all aspects of the counselling process and all other roles assumed by the

counsellor or psychologist." This is an exciting and respectful approach as it recognizes and celebrates the people who make up the Canadian mosaic, hence—the title of the book.

One of the most significant and highly beneficial contributions this book has made to the field of multicultural counselling is the development of a new multicultural competency model (see Chapter 2). The skilled editors of this book reviewed a number of conceptual models that outlined multicultural competencies. It should be noted that many of these models used today are based on the American perspective and have remained unchanged and unchallenged for decades. Thanks to Arthur and Collins, Canadians in the helping field finally have a competency framework to refer to that is based on Canadian research and inclusive of the broader conceptualization of culture, as noted above. To further enhance the usefulness of this new theoretical model, numerous concrete examples of how to apply the key concepts in practice contexts are presented to the reader. Examples range from working with individuals to larger systems such as organizational consultation, supervision, and counsellor education. Overall, the editors/authors clearly demonstrate how their new competency model can be used to ensure the infusion of culture into a broader definition of roles and practice areas.

Interestingly, the authors used the working alliance as a central organizational structure for their culture-infused competency model. They effectively argue that this construct provides a more inclusive and robust conceptual framework than the traditional model, setting the following as the core competency domains:

Domain I:

Cultural awareness of self—Active awareness of personal assumptions, values, and biases

Domain II:

Cultural awareness of other—

Understanding worldview of the client
Domain III:
Culturally sensitive working alliance

Since the working alliance concept is inclusive of the building of a trusting relationship, collaboration on goals, and collaboration on tasks for the counselling process, this concept acts as an effective umbrella for the range of competencies identified in earlier frameworks. Where the model falls short is in its empirical validation as a conceptual framework. This is a common challenge with conceptual models in this area and this has been noted in terms of earlier conceptual frameworks for multicultural competency. While the conceptual support for the model is strong, it will certainly be strengthened by research studies. The authors welcome validation of their work.

After laying the groundwork, the authors present a series of theoretical chapters written by well-known Canadians in the areas of ethics, assessment, and research. Each of these authors explores the implications of cultural differences for their area of expertise and provides both theoretical and applied practice principles to improve the readers' level of competence in these areas.

The book is definitely enhanced by the addition of a series of chapters in the second part of the book devoted to application of the principles of multicultural counselling to specific populations. In keeping with their theoretical model, the editors solicited chapters from a team of Canadians experienced in the areas of counselling First Nations peoples, members of non-dominant ethnic groups, girls and women, gay men, lesbians, immigrants and refugees, and international students. The list of contributors is impressive and certainly strengthens the Canadian-content aspect of the book. It is a book that offers the reader a high quality read because of the diversity of author contributions and it bridges

theory with applied information. Thus, this book is of great value to both researchers and those working in the field.

A rare aspect of this book compared to other multicultural books on the market is the emphasis on social justice throughout the book. The authors strive to educate the reader to view client problems from a systemic perspective and to embrace the importance of social action to alter oppressive regimes that impact clients' daily lives. This type of advocacy has the impact of exciting the reader to take action outside the private counselling room. It is a stance that can be empowering and evoke further passion to create a society based on peace, justice, and equality. The authors present their case in a gentle, non-preaching manner but clearly convey the message that social justice is needed.

One of the concerns when a book incorporates contributions from multiple writers is that the book becomes a difficult read as the format and layout tend to be different in each chapter. In *Culture-Infused Counselling*, it is evident the editors worked with the 11 contributors to ensure the book is an easy read by standardizing the layout of each chapter and the basic topic areas addressed within each chapter. It is also very advantageous for students to have each theoretical chapter begin with a list of key concepts referenced in that chapter. These concepts are then highlighted and defined within the text of that chapter and are also reflected in the theoretical model of culture-infused counselling competencies, so that ties can be made between the chapter contents and conceptual frameworks throughout the book. To keep the reader processing the content but on a different level, the editors also present personal reflections that are scattered throughout the book. These little inserts truly bring a personal and warm touch to the concepts being discussed in each chapter. Overall, this book is designed to be a smooth

read allowing the content to be easily accessed and understood.

To conclude, *Culture-Infused Counselling: Celebrating the Canadian Mosaic* is the best book I have read on multicultural counselling for a number of reasons. First and foremost, it is based on Canadian content and is specifically relevant to the Canadian helping professional. Second, Arthur and Collins move beyond the standard literature review and create a new conceptual model that is theoretically sound, current, and relevant across many disciplines. They use their model to form the framework of their book, drawing in further theoretical material and ensuring the material can be applied both on a micro and macro level. Furthermore, while the editors provide the conceptual and theoretical information related to culture-infused counselling as a model, they have also sought contributions from experts in the field, so the book addresses a variety of topics. This book is full of diversity, which aligns perfectly with the editors' broad definition of culture. Finally, this book is presented in a format that is friendly, easy to use, and entertaining. This book will be recognized as a classic in the field of multicultural counselling. It is a must read.

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