

Professional Issues and Ethics Relating to Diversity

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Diversity

- ↳ Toronto, with a population of 2.79 million people (5.5 million in the GTA - Greater Toronto Area) is heralded as one of the most multicultural cities in the world and is ranked as the safest large metropolitan area in North America by Places Rated Almanac.
- ↳ Over 140 languages and dialects are spoken here, and just over 30 per cent of Toronto residents speak a language other than English or French at home.

Source: <http://www.toronto.ca>

Diversity

- In Personal Identity
 - Gender
 - Socioeconomic Status
 - Age
 - Geographic Location
 - Ethnicity
 - Disability/ Ability
 - Culture
 - Religious Preference
 - Marital Status
 - Sexual Orientation
 - Race

Ethics-Basic Assumptions

1. Ethical awareness is a continuous, active process that involves constant questioning and personal responsibility.
2. Awareness of ethical codes is crucial, but formal codes cannot take the place of an active, thoughtful, creative approach to our ethical responsibilities.
3. Awareness of relevant legislation, case law, and other legal standards is crucial, but legal standards should not be confused with ethical responsibilities.

Basic Assumptions from the book *Ethics in Psychotherapy and Counseling, A Practical Guide*, Kenneth S. Pope & Melba J.T. Vasquez

Ethics-Basic Assumptions

- We believe that the overwhelming majority of therapists and counsellors are conscientious, dedicated, caring individuals, committed to ethical behaviour. But none of us is infallible.
- Many of us find it easier to question the ethics of others than to question our own beliefs, assumptions, and actions. It is worth noticing if we find ourselves preoccupied with how wrong others are in some areas of ethics and certain that we are the ones to set them right, or at least to point out repeatedly how wrong they are.

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Ethics-Basic Assumptions

- Most of us find it easier to question ourselves on those intriguing topics we know we don't understand, that we stumble onto with confusion, uncertainty, and doubt. The harder but more helpful work is to question ourselves about our casual certainties. What have we taken for granted and accepted without challenge? Nothing can be placed off-limits for this questioning.

As psychologists, we often encounter ethical dilemmas without clear and easy answers.

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Ethics Guidelines

- Canadian Psychological Association
- Canadian Code of Ethics for Psychologists
- American Psychological Association
- Multicultural Guidelines to Psychological Practice
- Practice Guidelines for LGBT Clients
- Guidelines for Psychological Practice with Transgender and Gender Nonconforming People
- Report of the APA Task Force on the Implementation of the Multicultural Guidelines

Limits to Ethical Codes

- Ethical psychologists must possess the necessary training to provide the competent care to clients from a wide range of diverse backgrounds. They should be aware of the guidelines and standards in the APA Ethics Code as well as their inherent limitations. They understand that a strict adherence to ethical standards may result in substandard care of clients from diverse backgrounds and that, at times, to be ethical will involve going beyond majority values and conceptions of appropriate treatment practices and relationships so that each client's treatment needs are met in a thoughtful, sensitive, and effective manner. These guidelines and standards must be interpreted and implemented with attention to and understanding of each client's background and belief.

Barnett, J.E. & Bivings, N.d. *Culturally Sensitive Treatment and Ethical Practice*