

ORCA Stance

Claudia Grauf-Grounds and Peter M. Rivera from the book *Beyond Cultural Humility: How Clinicians Can Work More Effectively in a Diverse World*

ORCA STANCE

- **Openness:** The interpersonal capacity to respond and receive what others give.
- **Respect:** Is the interpersonal capacity to see and respond to another as a unique and valuable creation.
- **Curiosity:** Is the capacity to wonder out loud as well as reflect within about the contexts of persons' lives without the need to fix anything right away.
- **Accountability:** Is the ability to be responsible for the impact that one has in the relationship, particularly the unrecognized social power within the relationship.

Openness Exercise (From Book)

- Generally, how open are you to others?
- What opens you to another?
- What closes your reactions to another person?
- How well did this experience represent how you usually respond?

Openness

- *Openness is to be interpersonally impacted by our relationships, it expands ourselves to begin to understand the perspective of the other.*
- *We must humble ourselves enough to take in what the other offers to us.*
- *One's ability to be open is linked to their ability to achieve the aims of multicultural training.*
- *Openness demands we are willing to get close to another's experience. It requires us to be impacted from the outside while still being attentive to our insides.*

Respect Exercise

- What are stories from your childhood about respect and disrespect?
- When you go to a public place what are some of the messages or signs of respect/disrespect that you see?
- Who are those people that you find difficult to work with? How might messages of respect or disrespect play into those difficulties?

Respect

- Respect begins by viewing the other as worthwhile and that would be to quote Rogers, “With Unconditional Positive Regard.”
- It is easy to label a client as dysfunctional or frustrating which can be an indicator that one is struggling to develop and/or maintain respect for another.
- Cultural humility helps us to increase our self-awareness of experiences and individual characteristics that make it challenging to receive respect from or extend respect to others.
- Respect calls us to develop a sense of esteem, honor, or awe for those who are different.

Respect Definition

Even when an individual's significant pathology brings about destruction (e.g., perpetrator of a mass shooting) or other behaviors that are hard to condone (e.g., verbal abuse of a partner or children), cultural humility allows us to recognize the limitations of our understanding of others. It can also remind us that each person maintains inherent worth. Consequently, humility challenges us to look for facets of an individual's past and present life that may aid in extending and maintaining respect. For instance, we are mindful that all our clients begin as vulnerable children and many who challenges us may have been maltreated or traumatized in their vulnerability. Much of what psychotherapy hopes for clients is for healing and worth to be experienced afresh in lives that are often filled with disrespect and suffering.

Respect

- *Cross cultural competency training requires those who grew up in dominant cultures to expand their experiences and to rely on humility in order to learn from those who are more marginalized.*
- *One must understand how a person's culture impacts health care.*
- *One's decision to remain in counseling is often connected to how respected they feel by their counselor.*
- *Respect is foundational to a trusting relationship and clinical care.*

Curiosity (From Book)

- *Did you find this exercise easy or did you find this exercise hard?*
- *Some find being with a person as relatively easy and some find it more difficult.*
- *Did you find yourself wanting to have an agenda or is it enough to just be together?*
- *Curiosity is a reminder that allows time to just be with another before moving towards something else. It is a reminder to be and not just do.*
- *Was it easier to just be with the other person and to follow their lead, or did you find yourself striving or pushing towards some sort of goal?*

Curiosity

- *Therapists need to be cautioned away from starting from an expert posture, particularly as they begin to hear clients' stories. We need to listen first to what our clients say, demonstrate empathy, and attend to their wisdom, notice their resources and expect that everyone can bring some sort of help to our work together. We need to hold back from our tendency to take a convincing stance (as Michael White calls it; see White 2007) and be cautioned to slow down and to listen more than to speak. This is probably an important interpersonal quality needed in our world in general, yet can be very challenging when we are socialized to have excessive interests in our selves.*

Curiosity

- *Being curious in cross cultural relationships means that we are able to rely on our wonderings to better understand the lived experiences of those who are different from ourselves; it fuels the process of discovery (Dyche and Zayas, 1995). Curiosity requires us to look beyond our assumptions, which helps with the problem of overgeneralization. It is important to move away from treating heterogenous cultural groups as homogenous groups with no within-group differences. It is widely accepted that within group variation exists as a function of nationality. For instance there are over 20 different cultural groups among the Aisian population in the United States (Lopez, Ruiz, & Petten, 2017)*

Curiosity

- Curiosity also invites us to challenges our implicit or explicit assumptions which is especially important while working in cross-cultural relationships. Often cross-cultural competency training relies on knowledge about common patterns that a group holds (such as being collectivistic). A limitation of such an approach is that it overlooks within group variations; by doing so, we may inadvertently assist with the development or maintenance of stereotypes. However cultural humility allows us to recognize that we will never be able to obtain a complete understanding of between and within differences across cultural groups and curiosity leads us to ask more questions about an individual's culture rather than offering unilateral prescriptions. It is a perpetual resource throughout just about any clinical or interpersonal situation. When stuck in a difficult encounter, it is vital for us to be able to move to curiosity as a way to stay connected.

Accountability (From Book)

- Accountability exercise
- Those who hold power must notice where their decision making impacts those around them.
- Who gets a raise?
- What behaviors are pathological and who decides this?
- How do you rate a resume?
- Which students' experience are to be valued more or less?
- What messages are carried through the words we use?
- How might my nonverbal behavior communicate my power?

Accountability

- Accountability is about taking ownership for our behavior at personal, interpersonal, professional and societal levels.
- Acknowledge various forms of privilege like White privilege, religious privilege and socio-economic privilege.
- People have a hard time acknowledging that privilege and how it can affect the therapeutic relationship.
- Ethical responsibility to practice accountability. Accountability helps to understand the social power that can be present in relationships due to things like gender, socioeconomic status or race.
- Take an ORCA stance within counseling and in life in general.