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ETHICS AND COMPETENCY MULTICULTURAL COUNSELORS BASED ON
STUDENT'S CULTURAL ADAPTABILITY

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ABSTRACT

This research was conducted to find out what competencies a multicultural counselor must have in carrying out the counseling process. The method used in this study is qualitative. Counseling is the process of providing services in the form of assistance organized or provided by counselors/Bk teachers to individuals or groups of individuals with the aim of developing life or handling in solving daily problems. With the individual/counselee as an independent personal point who is able to control themselves through various forms of services that can help the counselee in the learning process. Ethics is behavior regarding what is considered good and bad regarding moral rights and obligations. A collection of principles or values related to morals, values regarding right or wrong held by a group in society. In the counseling process there are bound to be differences between the cultures, ethnicities or languages of the counselors or counselors. This diversity is one of the factors that makes counselors have to pay attention to, adapt the ethics and culture of each counselee. Correct and good ethics will bring effectiveness in the implementation of counseling.

Keywords: Counseling, Ethics, Competence, Multicultural, Counselor

INTRODUCTION

Indonesia is a country that has distinctive cultural diversity from various regions. Starting from the diversity of cultures, tribes, languages, races, and religions, thus making Indonesia a multicultural country. In the life of a multicultural society, each individual is expected to foster and show a culture of respect and respect. In the world of education, one place that cannot be separated from the diversity and multicultural differences that exist in Indonesia. The existence of multiculturalism makes there is mutual respect in the diversity of Buddhism owned by the community in schools. So, it is very appropriate if BK teachers in schools provide counseling services based on multiculturalism. The competence of multicultural counselors is one of the important things possessed by counselors in the implementation of guidance and counseling services. So, not only handle or meet with counselors who have the same culture as counselors, but also meet with counselors who have minority cultures with different backgrounds. As said by (R Haryadi et al., 2018) If you pay attention to these things, counselors will become professionals and can provide services effectively in providing services in order to become a helping profession for students who have cultural diversity. Therefore, counselors must be able to understand counseling and the problems that are being experienced, so that they can be understood objectively or not subjectively and holistically. So it is important for counselors to have professionalism so that counseling services become effective. In dealing with the issue of counseling ethics in a cross-cultural and religious context, it is necessary to have a professional code of ethics that regulates as a foothold in carrying out cross-cultural and religious counseling. Hansen points out that to address ethical issues, counselors develop codes of professional ethics and standards of conduct "based on mutually agreed values".² According to Vacc, Juhnke, and Nielsen say that codes of ethics will help increase public confidence in the integrity of a profession and protect counsellors.

The purpose of making this article to provide an understanding of good ethics for a counselor is very necessary, therefore the need for competence and improvement of ethics for counselors by studying ethics as a counselor. So the problem can be taken, namely "What are the ethics of counselors in improving the competence of multicultural counselors?". This aims to be known to counselors both in schools as BK teachers and counselors who practice at home in order to apply good multicultural ethics as counselors to improve the competence of multicultural counselors. Understanding of the importance of ethics in improving the competence of multicultural counselors in Indonesia, By realizing the complexity of cultural diversity in society, counselors need to have a strong ethical foundation to provide effective services and understand counseling issues objectively. So the results of the study show that it is important for a counselor to have competence and ethics that are in accordance with multicultural counseling.

METHOD

Data Collection Methods

The data collection method used in this study is a literature study or literature study. Literature study is a method of data collection carried out by collecting, using, and studying books, previous research, the internet, or other media related to the problem of this paper.

Data Analysis Methods

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The data analysis method is carried out in a qualitative descriptive manner. Data from the literature that has been collected will be used as a basis in conducting analysis for the creation of this paper. Data is analyzed by classifying data, looking for similarities and differences, then combining. Furthermore, conclusions can be drawn based on the discussion of each problem that aims to answer the existing problem formulation.

RESULT AND DISCUSSION

Multicultural Counselor Competencies

Cultural diversity in Indonesia is one of the legacies that must be maintained and appreciated. As a counselor, of course, must have the ability and competence to be able to adjust to the counselor. Counselors won't just meet students who share their culture. The cultural diversity of students is a challenge for counselors to be able to adjust to student conditions. Corey (2013) states that diversity counseling has two directions, namely; between counselors and counselors who have a reciprocal relationship. Counselors are required to be able to have competencies related to the issue of diversity and multicultural issues. The cultural diversity of today's society is not only seen from race / ethnicity but in all aspects that include culture such as religion, social, economic and position status. According to Corey (2013) culture focuses on "more than just ethnic or racial heritage; Culture is also made up of several factors such as, age, gender, religion, sexual orientation, physical and mental health abilities, and socioeconomic status".

The existence of cultural diversity makes counselors asked to have and develop sensitivity to cultural differences between counselors and counselors. Multicultural Competence Counseling (MCC) developed by Arredondo, Toporek, Brown, Jones, Locke, Sanches & Stadler, 1996 in Rosycar, 2003; Erford, 2007 (in Maria and Krisna; 2017) in MCC there are three dominant areas, which can be summed up in several important things regarding how to be an effective counselor and have sensitivity to cultural diversity, namely; (1) Diversity in counseling has two directions, namely between counselors and counselors who have a reciprocal relationship. (2) Diversity in today's contemporary society does not only lie in race/ethnicity but also includes spiritual/religious, socioeconomic, sexual orientation, and status position. (3) sexual orientation which is defined as attraction to a certain gender becomes a culture that is not supported because it is a deviation and contrary to cultural and religious values in Indonesia. (4) Success in the therapy/counseling process depends on the counseling techniques, techniques and approaches used by the counselor as a therapist. The competence of multicultural counselors is related to (1) awareness of the diversity of students (gender, developmental stage, and presence or absence of problems. (2) understanding of multiculturalism, (3) knowledge of diverse cultures owned by students both from inside and outside that can influence and can trigger conflicts from various cultural practices, students' understanding of cultural values, and beliefs in culture, as well as interventions derived from local culture, (4) the ability to provide counseling services that innovate culturally.

In addition to this, a professional multicultural counselor must have sensitivity to culture, respect cultural differences, have skills in communicating culturally responsive, have awareness that each individual has his own uniqueness. The counselor must also adjust himself to feel comfortable with the circumstances or differences that exist in the counselor that cover all aspects of culture.

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Skills and Competencies Multicultural Counselors Should Have

According to Supriatna, 2009 and Baraka et al 2021 (in Hapni, et al 2023) cross-cultural understanding was initially not only viewed from one side but also from all cultural aspects ranging from ethnicity, race, language, religion, sexual orientation and age. (Widodo et al., 2023) (in Hapni, et al 2023) states that multicultural counseling is a counseling process where counselors and counselors have different cultural backgrounds. In this counseling process, there is a tendency to cultural bias from the counselor, therefore the counselor is required to adjust and appreciate the culture of the counselor. BK teachers or competent counselors have skills that pay more attention to their attitudes and behaviors by distinguishing the cultural diversity behind the counselor and counselor. In supporting cross-cultural counseling activities, of course, counselors must have competence, awareness, skills, and knowledge of the value of cultural diversity. Counselor skills can be acquired through their interactions with individuals who come from different cultural backgrounds. In addition, it can also increase contact with the wider community in order to get skills that suit your needs. In research conducted by Hapni, et al there are several competencies that must be mastered by multicultural counselors including: (1) The existence of awareness, counselors must realize that each individual has different characteristics and uniqueness. Multicultural counseling needed is counseling that can accommodate cultural diversity between counselors and counselors. This counseling is effective in eliminating the counselor's behavioral bias bias towards the use of his or her own culture as a benchmark in the counseling process. So that the counseling process runs effectively along with the adjustment of the counselor to the counselor. (2) knowledge and skills, where the counselor must have and understand a broad knowledge of the culture of the counselor. (Diniaty, 2018) (Azizah, 2020) in (Hapni et al) explained that an important skill in cross-cultural counseling is communication. Communication is needed to send messages from mind to heart where effective communication needs to think about cultural perspectives and relevant values, apply cultural values with skill in understanding, ask questions to start counseling, structuring skills, skills in solving problems and understand the way of thinking of counseling that can make cross-cultural counseling effective and on target. In addition, according to Corey (in Hapni et al 2022) stated that there are several competencies of multicultural counselors, namely: (!) there are effective attitudes and assumptions regarding culture. (2) the counselor's knowledge of multiculturalism. (3) the ability of multicultural counselors.

Multicultural counseling was originally defined as a counseling method that emphasizes several cultural aspects such as ethnicity, race, ethnicity, religion and so on. multicultural/multicultural counseling has a relationship between counselors and counsellors Suryadi (2021) (in Rifani et al). According to previously conducted research multicultural competencies are elaborated into; 1) the counselor's understanding of the assumptions of his assumptions about the values and biases of cultural diversity bias. 2) understanding the counsellor's views on the cultural differences of the counselor. 3) develop methods and techniques of intervention strategies that are suitable and in accordance with the needs of counseling (Hajjar, Indrawaty, & Herdi, 2014) (in Rifani et al). In addition, according to Mulyani et al (2022) (in Hapni et al 2022) concluded the competence of multicultural BK counselors / teachers, namely: a) counselors are required to have adequate knowledge and abilities in the field of counseling, b) be able to realize and recognize the culture they have, this is so that counselors can distinguish that the culture of

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counselors is not always the same as the culture of counselors, c) counselors have the ability to be able to understand the role of culture can influence thinking patterns, d) BK counselors / teachers can adjust the methods and techniques according to the counsel. Therefore, competence in multicultural counselors is needed in addition to the professionalism of a counselor can consciously achieve goals and increase effectiveness in counseling services.

Ethics of a Counselor

Counselors in carrying out their functions must adhere to certain values and ethics. The ethics of the counseling profession have been systematically structured to make it easier for counselors to understand, appreciate and implement it. Ethics that need to be practiced and mastered by counselors in their services must include awareness and commitment to maintain and uphold the responsibility to protect the trust and information provided by clients (Sujadi, 2018).

Some ethics that must be mastered by counselors are as follows:

1. Spontaneity, namely the ability of the counselor to react to events or situations in the counseling relationship. The counselor's extensive experience will help him or her react in these situations.
2. Flexibility, the counselor must be able to change, modify and determine the method according to the needs of the counselor.
3. Focus, the counselor shows concern by focusing on the counselor.
4. Openness, does not mean the counselor will not judge, but the counselor will try to understand and accept the client's feelings and thoughts.
5. Emotional stability, the counselor must be mentally stable.
6. Trust in counseling, counselors must always believe that counselors can change and create productive daily lives.
7. Commitment in helping counsellors As social beings, counselors must be sensitive and willing to help their clients. The counselor's humanity and dedication will drive the counseling process forward.
8. The counselor must continue to educate himself and others. Counselors who understand their counseling problems will be better able to help them.

CONCLUSION

The importance of counselors who have high multicultural competence in providing counseling services to counselors from various cultural backgrounds. Ethics in the practice of cross-cultural and religious counseling is also a major focus to ensure professionalism and public trust in the counselor profession. The data collection method used is a literature study, which is then analyzed in a qualitative descriptive manner. Counselors need to have the ability to adjust to the diversity of the counsellor's culture, including religious, social, economic, and status aspects. Ethical principles that must be held by counselors include trust in counseling, commitment to help, and commitment to continue learning and developing themselves. Thus, a deep understanding of cultural diversity, multicultural competence, and ethics in counseling practice is essential for counselors to provide effective and holistic services to counselors from diverse cultural backgrounds.

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