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APPLYING MULTICULTURAL PERSPECTIVES IN
GUIDANCE AND COUNSELING PROGRAMS IN SCHOOLS

**Alfitri Nur Hidayah¹, Salsabila Nuro Syafitri², Angellien Steve Funny³, Nova Istifani⁴,
Trisno Adin Ramadhan⁵**

¹State University of Surabaya, Lidah Wetan, Sub-District Lakarsantri, Surabaya, Indonesia,
al.22157@mhs.unesa.ac.id

²State University of Surabaya, Lidah Wetan, Sub-District Lakarsantri, Surabaya, Indonesia,
salsabila.22136@mhs.unesa.ac.id

³State University of Surabaya, Lidah Wetan, Sub-District Lakarsantri, Surabaya, Indonesia,
angellien.22124@mhs.unesa.ac.id

⁴State University of Surabaya, Lidah Wetan, Sub-District Lakarsantri, Surabaya, Indonesia,
nova.22126@mhs.unesa.ac.id

⁵State University of Surabaya, Lidah Wetan, Sub-District Lakarsantri, Surabaya, Indonesia,
trisno.22127@mhs.unesa.ac.id

ABSTRACT

This research aims to explore and examine the implementation of a multicultural perspective in guidance and counseling (BK) programs in the school environment. With the rapid growth in cultural diversity in society, it is important for counseling programs to take into account different cultural perspectives in providing effective services to students from diverse backgrounds. This research uses a qualitative approach with in-depth interviews with counselors and school staff involved in implementing the BK program. Research findings indicate that the integration of multicultural perspectives in counseling programs requires a deep awareness of diverse cultural values, a strong knowledge of intercultural dynamics, and the ability to adapt and modify counseling techniques according to the needs of students from different cultural backgrounds. The practical implication of this research is the importance of training and professional development for school counselors in terms of cultural sensitivity, as well as designing guidance and counseling programs that are inclusive and responsive to the needs of students from various cultures. Thus, this research contributes to increasing the effectiveness of the BK program in supporting the development of students from various cultural backgrounds.

Keywords: Multicultural, Apply, Perspective

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INTRODUCTION

Multicultural approaches in guidance and counselling have become increasingly important in the context of an increasingly culturally diverse society. In this era of globalization, recognition of diverse cultures, values, and life experiences is key to ensuring that guidance and counseling programs are effective and relevant to all individuals. By paying attention to multicultural perspectives, guidance and counseling programs can better understand and appreciate the client's cultural background, thus providing more holistic and inclusive services. Through this approach, it is expected that each individual can feel heard, understood, and supported in reaching his or her full potential.

This approach includes the introduction and development of skills related to cultural property, effective and sensitive communication about cultural property, and the development of various programs related to cultural property. A multicultural approach to guidance and counseling is widely needed in conditions where individuals or families come from different cultures. In these situations, the multicultural approach aims to help the individual or family identify themselves and identify different cultural impressions that may be influencing their experience of mentorship. The multicultural approach to guidance and counseling also aims to help the individual or family identify different cultural impressions that may have influenced their experience of mentorship. This is important because different cultural impressions can affect the way the individual or family experiences, understands, and identifies themselves. In the context of education, the multicultural approach refers to the experiences, beliefs, and aspirations of individuals in developing skills, accessing information, and making meaningful decisions. This article describes the application of multiculturalism approaches in influencing and supporting programs in schools and how to develop them effectively.

METHOD

Qualitative research methods enable researchers to gain an in-depth understanding of diverse cultural values, intercultural dynamics, and adaptation of counseling techniques according to the needs of students from different cultural backgrounds. Through in-depth interviews with engaged counselors and school staff, researchers can explore their views, experiences, and thoughts regarding the integration of multicultural perspectives in guidance and counseling programs.

Qualitative methods also allow researchers to explore cultural contexts holistically, understand the complexities of intercultural interactions, and identify emerging patterns in cross-cultural counseling practice. With this approach, researchers can unearth in-depth information about how cultural values affect the learning process, personal development, and well-being of students.

In addition, qualitative methods allow researchers to understand the subjective perspectives of respondents, delve into the meaning contained in their experiences, and explore the complexity of relationships between counselors and clients from different cultural backgrounds. Thus, qualitative research methods can provide valuable insights in illustrating the implementation of multicultural perspectives in guidance and counseling programs as well as providing relevant recommendations to improve the effectiveness of services for students from different cultures.

RESULT AND DISCUSSION

An Understanding of Multicultural Counseling

Multicultural counseling should consider a variety of cultural variables related to age, gender, sexual orientation, education, disability, religion, ethnic background, as well as socioeconomic status. To deal with clients with different cultural backgrounds, counselors must have knowledge of counseling and socio-cultural techniques, an open and tolerant attitude towards differences, and skills in modifying counseling techniques effectively in different cultural settings. Counselors must also understand the character and cultural background of each employee who wants to be counseled so that performance effectiveness can be carried out optimally. An understanding of multicultural counseling is also part of effective cross-cultural counseling practice, which promises a lot in this profession, but also has potential drawbacks in considering the concept of cultural diversity in counseling, there is a danger of assuming that all people from a particular cultural group are equal and one, so counselors must consider the individual and personal experiences of diverse clients.

Awareness of Multicultural Diversity

Awareness of multicultural diversity is a deep understanding and recognition of diversity in society which includes various dimensions such as ethnicity, culture, religion, language, gender, and so on. It involves appreciating, acknowledging and accepting differences as an integral part of people's lives. Awareness of multicultural diversity is an important point in building a comprehensive, harmonious, and sustainable society.

In guidance and counseling, awareness of multicultural diversity is a deep understanding of the diversity that exists in counselors and counselees, as well as awareness of how this diversity can affect the dynamics of guidance and counseling. It is also an important competency for counselors to increase effectiveness in providing guidance and counseling services. With an awareness of multicultural diversity, counselors can understand the cultural differences, values, and experiences that exist in the counseling environment. No matter how small the difference, counselors are required to have certain competencies or skills to carry out their duties properly.

Awareness of multicultural diversity in the context of guidance and counselling is key to providing responsive and effective services for counselees from diverse cultural backgrounds. This allows the counselor to build strong relationships with counselees from a variety of backgrounds, as well as provide the support needed for the development of the counselee. Here are the highlights of strengthening multicultural awareness in the context of guidance and counseling:

1. Counselors need to have a strong understanding of multicultural diversity
2. Counselors regularly reflect on their opinions, values, and beliefs about culture and how this can affect perceptions and interactions with clients from different backgrounds.
3. Counselors need to be aware of effective approaches in guidance and counseling that are tailored to the cultural background of counseling.
4. Develop effective communication skills in a multicultural context.
5. Apply a multicultural approach to guidance and counseling services that recognizes and values individual uniqueness.

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Multicultural Competence

Multicultural competence refers to an individual's ability to interact, cooperate, and understand people from different cultural backgrounds, religions, ethnicities, and values. Individuals who have multicultural competence are able to value diversity, resolve cross-cultural conflicts, and build harmonious relationships in a multicultural environment.

Multicultural competence addresses the understanding, awareness, and skills necessary to interact effectively with individuals from different cultural, religious, ethnic, and values backgrounds. In the context of counseling, multicultural competence involves a deep understanding of cultural diversity, awareness of stereotypes and prejudices, and skills in facilitating positive and productive relationships with clients from diverse backgrounds.

Understanding multicultural competence in guidance and counseling involves the awareness, knowledge, and skills required by counselors to work with clients from diverse cultural backgrounds. This includes an in-depth understanding of cultural diversity, awareness of stereotypes and prejudices that may arise in cross-cultural interactions, as well as skills in building respectful and understanding relationships between counselors and clients. Counselors who have an understanding of multicultural competencies can create an inclusive environment, understand the cultural values underlying client behavior, and respond to client needs with sensitivity to cultural differences. They are also able to identify and overcome barriers to cross-cultural communication, as well as facilitate an effective and meaningful counseling process for clients from diverse backgrounds.

Awareness in the context of multicultural competence in guidance and counseling refers to the counselor's understanding and recognition of the diversity of cultures, values, beliefs, and practices shared by individuals from various backgrounds. This awareness includes an understanding of how cultural factors can influence perceptions, behaviors, and interactions between counselors and clients.

By having a high multicultural awareness, counselors can recognize and appreciate cultural differences, avoid unhealthy prejudices or stereotypes, and build respectful relationships with clients from different cultural backgrounds. This awareness also helps counselors to understand how cultural factors can influence counseling dynamics and help clients achieve their counseling goals.

There are several skills required to interact effectively with individuals from different cultural, religious, ethnic, and value backgrounds. Some of these skills include:

1. **Intercultural Communication Skills:** The ability to communicate effectively and sensitively with individuals from different cultures, including an understanding of different communication styles and inclusive use of language.
2. **Empathy and Perspective Taking Skills:** The ability to understand and perceive the experiences, values, and perspectives of individuals from different cultural backgrounds with empathy and without prejudice.
3. **Adaptability and Flexibility Skills:** The ability to tailor counseling approaches according to the needs and preferences of clients from different cultures, as well as be flexible in responding to cultural differences that may arise.

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4. **Intercultural Conflict Management Skills:** The ability to identify, manage, and resolve conflicts that may arise due to cultural differences, as well as facilitate constructive dialogue.
5. **Cultural Knowledge Skills:** In-depth knowledge of the underlying cultural values, norms, beliefs, and practices of individuals from different cultural backgrounds, as well as awareness of relevant cultural issues in the context of counseling.

By mastering these skills, counselors can build respectful relationships, facilitate positive growth and change in clients from diverse cultural backgrounds, and create an inclusive and supportive counseling environment.

In developing multicultural competence in guidance and counseling, there are several things that need to be considered, including:

1. **Cultural Awareness:** It is important to have a high awareness of the cultural diversity, values, beliefs, and practices shared by individuals from various cultural backgrounds.
2. **Cultural Knowledge:** Having in-depth knowledge of various cultures, norms, values, and cultural practices underlying the behavior of individuals from different cultural backgrounds.
3. **Intercultural Communication Skills:** Able to communicate effectively with individuals from different cultures, use inclusive language, and understand differences in communication styles that may arise.
4. **Empathy and Perspective Taking:** Being able to understand and perceive the experiences, values, and perspectives of individuals from different cultural backgrounds with empathy and without prejudice.
5. **Adaptability and Flexibility:** Be flexible in adjusting the counseling approach according to the needs and preferences of clients from different cultures, and able to respond wisely to cultural differences.
6. **Intercultural Conflict Management:** Able to identify, manage, and resolve conflicts that may arise due to cultural differences, as well as facilitate constructive dialogue to resolve tensions.
7. **Understanding of Cultural Issues:** Have a deep understanding of culturally relevant issues in the context of counseling, such as stereotypes, prejudice, discrimination, and power inequality.

By paying attention to the above aspects and continuing to develop multicultural competencies, counselors can become more effective in working with clients from diverse cultural backgrounds and providing inclusive, sensitive, and meaningful counseling services.

Applying Multicultural Perspectives in Guidance and Counseling Program

Applying a multicultural perspective in the guidance and counseling (BK) program is an approach that recognizes, appreciates, and takes into account cultural diversity in the process of providing BK services. This includes the use of strategies, techniques, and approaches that take into account students' cultural backgrounds, promote cross-cultural understanding, and support the integration of cultural values in counseling interactions as well as the BK program as a whole.

Multicultural perspectives in guidance and counseling (BK) programs involve acknowledging, appreciating, and empowering the diverse cultural backgrounds held by students. It deals with a deep understanding of the values, beliefs, and practices of different cultures, as well as how they affect the

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learning process, personal development, and well-being of students. A multicultural BK program should also include strategies and practices that are sensitive to cultural differences in providing guidance and counseling services to students from diverse cultural backgrounds.

The role of counselors in facilitating clients from various cultural backgrounds is crucial in ensuring effective and responsive guidance and counseling services. Some of the roles of counsellors in this context include:

1. **Cultural Respect and Awareness:** Counselors need to have a high awareness of cultural diversity and treat each client with full respect for their cultural background.
2. **Adjustment of Approach:** Counselors must be able to adapt their counseling approach according to values, beliefs, and cultural norms that may differ between clients.
3. **Sensitive Communication:** The ability to communicate effectively and sensitively across cultures is essential. Counselors need to avoid assumptions or stereotypes and listen actively to understand clients' unique experiences and perspectives.
4. **Building Strong Working Relationships:** Building counseling relationships filled with trust, mutual understanding, and empathy is an important aspect of helping clients from different cultural backgrounds.
5. **Understanding Cultural Context:** The counselor needs to understand the client's cultural context, including factors such as family structure, traditions, values, and cultural norms, which can influence the issues the client faces.
6. **Collaboration with Cultural Resources:** Counselors can work with cultural resources within the community to provide additional support and expand the support network for clients.
7. **Building Cultural Awareness in Clients:** Counselors can help clients understand and appreciate their own cultural identity, as well as how this identity influences their thoughts, feelings, and behaviors.

By playing these roles, counselors can be an effective enabler in supporting the well-being of clients from diverse cultural backgrounds.

Implementing Multicultural Perspectives in Guidance and Counseling Practice

Implementation of multicultural perspectives in guidance and counseling practices according to Arredondo (1999: 103-105); Hays and Erford (2010: 22); Baruth & Manning (2007: 51-54); Sue & Sue (2003: 17-21); Nugraha (2012: 43) as follows.

Awareness of the counselor about his own cultural values and biases:

1. Believing that self-awareness of cultural values and cultural heritage sensitivity is important in the counseling process.
2. Be aware of cultural background and feel its influence on attitudes, values, and polemics regarding psychological processes.
3. Be aware of the limitations of multicultural competence and expertise in oneself.
4. Be aware of the source of discomfort with cultural differences between oneself and the counselor.

Understanding the awareness of client's world view:

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1. Be aware of one's own negative emotional reactions to other racial, ethnic, ethnic, and cultural groups that may prove harmful to counseling in the counseling process.
2. Dare to contradict your own beliefs and behaviors with different cultural counsellors without judgment.
3. Be aware of stereotypes against racial, ethnic, ethnic, and cultural minority groups.

Able to develop appropriate cultural strategies and interventions culturally appropriate intervention strategies):

1. Respect beliefs, spiritual values, and religious values regarding physical and psychological functioning.
2. Appreciate the naturalness of assisting practices and value networks of aid providers for minority communities.
3. Appreciate bilingualism and do not view other languages as obstacles to counseling.

CONCLUSION

Awareness of multicultural diversity is essential in the context of guidance and counseling. Counselors need to have a strong understanding of cultural diversity, reflect on their values and beliefs, and build strong working relationships with counselors from various cultural backgrounds. In addition, counselors also need to understand the client's cultural context, collaborate with cultural resources, and help clients understand and appreciate their own cultural identity. By implementing a multicultural perspective in the practice of guidance and counseling, counselors can be an effective change in supporting the well-being of clients from diverse cultural backgrounds. The counselor's awareness of one's own cultural values, understanding of the client's cultural context, and ability to develop appropriate cultural intervention strategies are also important in effective cross-cultural counseling practice. Thus, the integration of multicultural perspectives in guidance and counseling programs in the school environment can enhance the effectiveness of services and support the development of learners from diverse cultural backgrounds.

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