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multicultural and diverse American society (Sue et al., 1982). Multicultural counseling competencies were defined, revised, and operationalized with goals of training multiculturally skilled counselors who are able to provide ethical and effective counseling interventions to culturally diverse clients (Arredondo et al., 1996; Pedersen,

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Developing Multicultural Counseling Competence Becoming a therapist or counselor who is skilled at multicultural counseling is an ongoing process. It takes years of training, education, and on-the-job experience to become culturally competent, and multicultural counselors are always learning and adapting their methodologies to include new thinking and therapeutic strategies.

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