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# Experiences and Perceptions of the Supervisory Relationship in BIPOC Health Service Psychology Dyads

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## Purpose

- The current study aims to further examine the relationship between cultural humility and the supervisory working alliance in cross-race supervisory dyads in Health Service Psychology (Counseling, Clinical, School).
  - There lies a gap in the supervision literature with qualitative dyadic research (Goode-Cross, 2011)
- This research can aid in bolstering training for clinical supervisors working with BIPOC students.

## Research Design

- The current study will use separate semi-structured interviews for supervisors and supervisees to examine their experiences related to the research topics.
- The semi-structured interviews will be conducted via Zoom by Graduate Research Assistants trained in qualitative research protocols
- Researchers will transcribe the interviews and analyze the content for experiential themes.

## Proposed Analyses

- The current study will use Interpretive Phenomenological Analysis (IPA)
- Following transcription of the interviews, researchers create initial codes and form themes
- We will then conduct cross-comparisons to compare supervisor & supervisee experiences around cultural humility and its impact on the supervisory working alliance

## Participants

Participants will be recruited from current supervisor-supervisee dyads in Health Service Psychology PhD programs in the United States (i.e., Counseling, Clinical, and School Psychology).

### Inclusion Criteria

#### Supervisees

- Must be 18 years old or older
- Must be enrolled in a Health Service Psychology PhD program within the U.S.
- Must identify as Black, Indigenous, or Person of Color
- Must have completed at least one semester of Master's Practicum

#### Supervisors

- Must be 18 years old or older
- Must identify as White/European American
- Must be a clinical supervisor in a Health Service Psychology PhD program
- Must have one year of supervision experience are either psychologists or are working towards a psychology license

### Supervisee

- What is your supervisor's supervision style?
- How was cultural humility taught in your training?
- Tell me about a time when it felt particularly challenging to be open in supervision.
- Tell me about a time when you felt particularly validated around your race/ethnicity in supervision?

### Supervisor

- How would you describe your level of openness as a supervisor?
- How was cultural humility taught in your training?
- How, if at all, has your training in cultural humility impacted your work in supervision?
- Tell me about a time that your racial/ethnic identity influenced supervision.

## Implications

- The findings will aid in clinical supervisors' training and enhance BIPOC trainees' supervisory experiences by:
  - Providing critical information which will support the development of supervisors' cultural humility
  - Adding to the multicultural supervision literature on qualitative cross-racial dyadic research

## References



Please scan this QR Code to view our references

Table 1: Examples of Interview Questions