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The Journal of Sociology & Social Welfare

Volume 22
Issue 4 December

Article 20

December 1995

Experiencing and Counseling Multicultural and Diverse Populations. Nicholas A. Vacc, Susan B. De Vaney and Joe Wittmer (Eds.).

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Recommended Citation

(1995) "*Experiencing and Counseling Multicultural and Diverse Populations.* Nicholas A. Vacc, Susan B. De Vaney and Joe Wittmer (Eds.).," *The Journal of Sociology & Social Welfare*: Vol. 22: Iss. 4, Article 20.

DOI: <https://doi.org/10.15453/0191-5096.2300>

Available at: <https://scholarworks.wmich.edu/jssw/vol22/iss4/20>

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was equal. Students of Native American history, gender studies, labor markets, and social stratification would benefit from reading this work.

Nicholas A. Vacc, Susan B. De Vaney and Joe Wittmer (Eds.), *Experiencing and Counseling Multicultural and Diverse Populations*. Bristol, PA: Taylor and Francis, 1995. \$34.95 hardcover.

Social workers, psychotherapists and counselors have become much more aware of the role of cultural difference when working with their clients. Although a number of helpful books on this subject are now available, this book contributes further to the literature by offering a detailed exposition of multicultural practice. The book is interesting in that it is not restricted to major ethnic groups (such as Mexican Americans, African Americans and Native Americans), but includes material on the elderly, gays and lesbians and women entering the workforce.

The book's basic premise is that conventional counseling seeks to produce a convergence towards 'normalcy' among clients of all beliefs, life styles and ethnic differences. Generally, the definition of normalcy is based on white Anglo, middle-class ideals. Clients who diverge from these norms are persuaded to conform and to become more like the dominant group. As the editors points out, this view reflects the now discredited belief that America is a melting pot in which immigrants are happily assimilated into mainstream values. They argue instead that America's diversity should be recognized and supported. They contend that those who work with clients seeking help should adopt practices that nurture and maintain difference and seek solutions to personal problems within a framework of toleration and acceptance of diversity. The individual chapters of the book show how this can be achieved in practical ways.

The book's extensive coverage and detail will be of value not only to students learning about counseling with diverse clients but to professionals as well. It contains useful case material and its overall approach will appeal to those working in practice settings.