

M.I.T

Mabadiliko
Intercultural Therapy

INDUCTION 2022

Approach & Skill

- Providers of ACIT an approach and an interpersonal developmental skill
- **The approach:** African-centred intercultural trauma informed psychotherapy
- **Interpersonal developmental skill:** Enhanced African-centred & intercultural consciousness
- Mabadiliko is CHANGE in Swahili, Change is the foundation of the approach and intended outcome for all services

Mabadiliko Therapy Services

- Trauma informed intercultural psychotherapy
- Intercultural supervision
- Well-being workshops
- National & international provision

Mission & Purpose

- To develop an evidence based intercultural therapy and well-being service
- Be a recognised intercultural counselling placement provider
- Meet the mental health needs of Black Indigenous People of Colour (BIPoC) and minority ethnic groups experiencing common mental illness and trauma
- Advocate and contribute towards generational CHANGE

Associate Therapist Role

- To provide Intercultural therapy applying Mabadiliko Therapy values and principles*
- Contribute towards the development of an evidence-based practice
- Contribute towards additional duties and/or services
- Commitment to inhouse 1:1, group or peer supervision (as appropriate)
- Commitment to using the 5 stages to healing model*

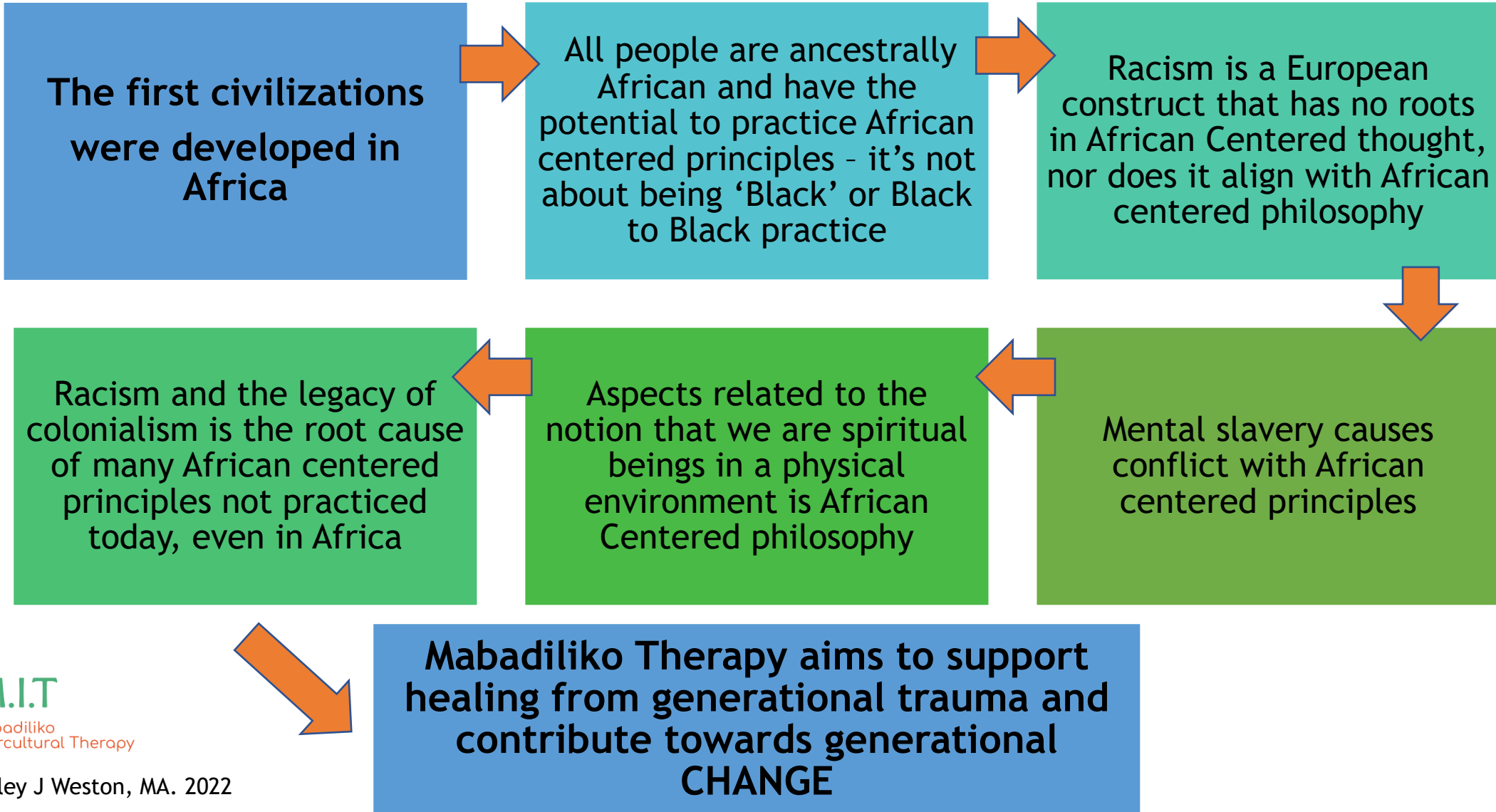
M.I.T Supervisor Role

- To provide Intercultural Supervision encouraging Associate Therapists (AT's) to apply M.I.T values and considering the M.I.T core beliefs*
- Support AT's to contribute towards the development of an evidence-based practice by exploring the client formulation during supervision
- Support AT's with the monitoring and evaluation of screening measures
- Support AT's to utilise the Mabadiliko 5 stages to healing model*

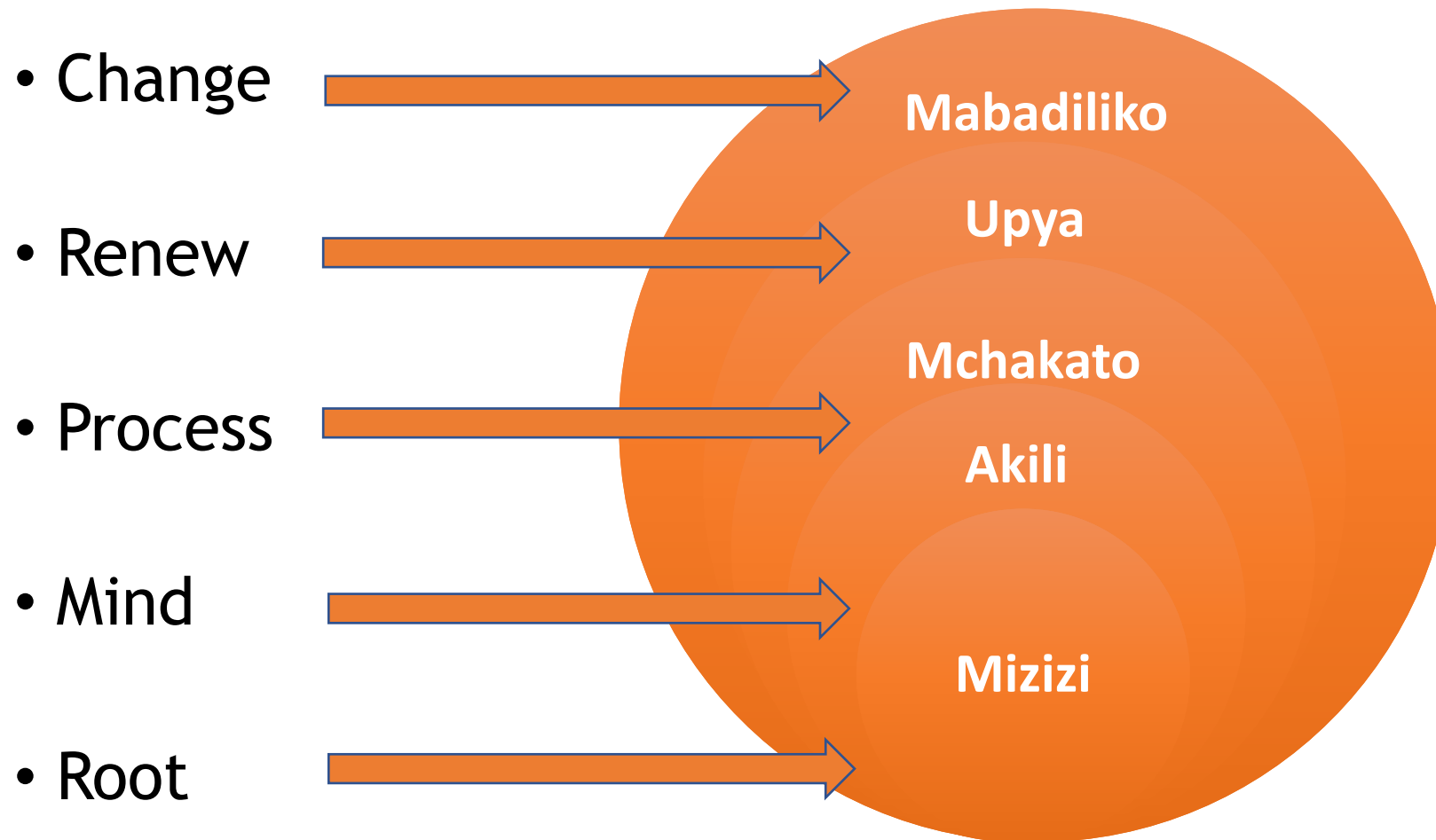
MIT Values: Four Pillars

- **Culture** - in the context of ethnicity, race & generation
- **Ethnicity** - commonalities according to ancestry, culture, history, language, religion, social treatment
- **Identity** - intersectional considerations
- **Spirituality** - the human spirit or soul, and inter-connectedness

MIT Core Beliefs



5 Stages To Healing Model



CHANGE: Patterns of thought, behaviours & outlook on life.
Activation of consistent healthy coping strategies and healthier relationships

RENEW: Rewire the cognitions and renew thought patterns

PROCESS: Start to map the mind - establish the pathways to recovery

MIND: Acknowledge the pathology/mental illness and presenting issues
Examine the cognitions and thought patterns

ROOT: Be purposeful when building rapport - look to uncover the root causes of the problem/s including the Four Pillar considerations

Intercultural Competencies

- Awareness and understanding of own cultural influences and systemic adversities
- Openness and will to explore culture, ethnicity, identity and spirituality within self and of clients
- Recognition of the mental scars imbedded in the minds of those effected by the legacy of colonialism

Intercultural Competencies

- Recognition of the difference and variations of cultures impacted by colonial institutional systems
- Awareness and understanding of the systemic racism, segregation and marginalization experienced by minoritized groups

African- centred Philosophy

UBUNTU



- Humility focused African philosophy
- Origins - East & South African Philosophy
- Various translations dependent on the region
- Zulu - *‘A person is a person through other persons’*
- Bantu - *‘I am because We are’*
- This philosophy was used during the negotiations that lead to the end of Apartheid
- Contributes towards the African-centred core of Mabadiliko Intercultural Therapy
- UBUNTU influences healing & reconciliation

African-Centred Spirituality



MA'AT Principles

- The essence of Spirituality permeates everything
- Central belief in divinity
- Universal connectedness with animals, people, plants and the universe
- Belief in the self and others as divine therefore deserving of respect and honour
- Influences introspection and accountability
- Principles founded on affirming declar

“Principles direct attention to important ethical responsibilities” (BACP)

BACP’s core ethical principles

- **Being trustworthy:** Honoring the trust placed in the practitioner
- **Autonomy:** Respect for the client’s right to be self-governing
- **Beneficence:** A commitment to promoting the client’s wellbeing
- **Non-maleficence:** A commitment to avoiding harm to the client
- **Justice:** The fair and impartial treatment of all clients and the provision of adequate services
- **Self-respect:** Fostering the practitioner’s self-knowledge, integrity and care for self



7 principles of MA’AT spirituality

- **Truth:** Ability to differentiate between real and unreal in relation to what is considered to be the greatest goodness
- **Balance:** Alignment between internal and external environments of an individual or group
- **Order:** A state of being whereby things are arranged in ways that are clear, free of excess and uncluttered
- **Harmony:** Authentic expression of moving in alignment and beauty with the spirit of mother nature (God/Goddess) humans, animals and plants
- **Reciprocity:** There is a motion, rhythm of cause and effect, give and take, forward and backward to every aspect of creation. The reality that what comes around goes around.
- **Morality/Righteousness:** To do no harm to another being, creature or aspect of the divine self in accordance to the belief that all living things are spiritual beings and deserve to exist
- **Justice:** Equity for all - people, animals, creatures and the planet.. (equity means that all have equal opportunity for basic needs to be met

(iseumsanctuary.com)



Standard Referral Process

- Self referral via website / other online registers
- Third party referrals (victim support / other organisations)
- Previous service user recommendation
- Referral form & psychometric questionnaires *
- Initial assessment / consultation
- Allocation to appropriate therapist

Project Lambeth

- Self referral via website or direct from HR
- Lambeth specific referral form & psychometric questionnaires
- Initial assessment / consultation
- Allocation to appropriate therapist
Self referral via website / other online registers
- 16 sessions including consultation

Remote working etiquette

- Ensure your environment is digitally accessible
- Maintain confidentiality at all times (wear a headset or use ear piece where possible)
- Be professional and maintain boundaries
- Be punctual - double check that the technology is working
- Wear appropriate clothing and encourage clients to be dressed and out of bed
- Look after yourself - try to schedule longer breaks than usual between clients

Screening: Psychometric Questionnaires

CORE 10, PHQ-9

CTS-5.26

SSC (Stress Symptom Checklist)

Intersectional Thematic Survey (ITS)



Trauma Recovery Triphasic Model

SAFETY & STABILIZATION

Grounding/stress management - breathing exercises & self-care.
Support networks. Reassurance affirmation.
Symptom orientated treatment.

REMEMBRANCE & MOURNING (TELLING THE STORY)

PCT - Grief cycle processing (shock, anger, denial).
Re-experiencing, emotional & practical safeguarding.
Psychodynamic - life cycle processing

RECONNECTION

Grief cycle processing - bargaining (reaching out to others, trying to make sense of things), reconciliation (emotional safeguarding) resolution Integration, Acceptance, TF-CBT

Admin

- **Client formulation sheet** (organisational client notes) send to beverley@mabadilikotherapy.com
- Contributes towards Intercultural conscious practice and research
- One sheet per client for all sessions (if a session is missed/cancelled indicate this on the sheet)
- All entries must be dated
- Bullet point sentences
- Avoid direct language such as ‘**client said**’... (think patient privacy and subpoenaed notes)
- The office will not share the formulations with your supervisor so you are encouraged to have them to hand when presenting

ADMIN: CLIENT REGISTER

- **Client register** to be accompanied by invoice
- Send to finance@mabadilikotherapy.com
- Includes client code (example: BEV10X22W)
- Session date
- Session number
- Comments > client requested fee reduction, change therapist, change time etc.
- NO SESSION NOTES
- Clients can cancel up to 2 sessions without it affecting their session allocation

ADMIN: INVOICES



INVOICES TO BE SENT MONTHLY (PERIOD - FIRST TO LAST DAY OF THE MONTH)



TO BE SENT ON YOUR LAST WORKING DAY OF THE MONTH



SEND TO
FINANCE@MABADILIKOTHERAPY.COM



INCLUDE CLIENT CODE



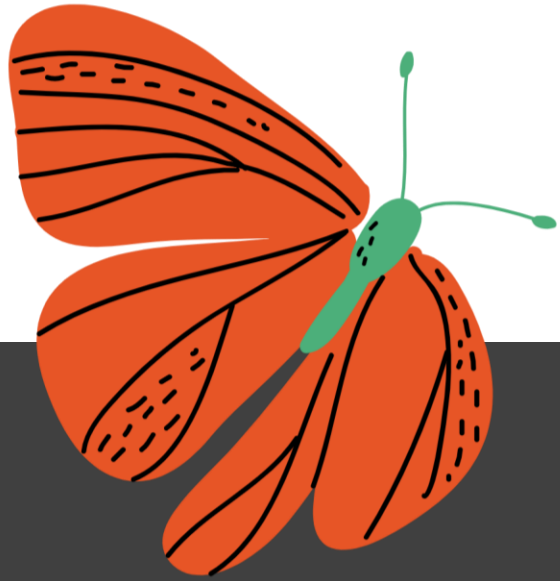
SESSION DATES



INVOICE CLIENT FEE (£35)



DNA / LATE CANCELLATION FEE 25% = £8.75



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