This article focuses on the need for cultural competency training for supervisors in the counseling field. The authors argue that such training can aid supervisees in developing skills to care for clients of color, whose needs may be different from white clients. The article proposes that supervisors who are unaware of their own biases in their engagement with supervisees of color will transfer those same biases when prescribing treatments for clients of color. Seven types of micro-aggressions were observed by supervisees under the direction of white supervisors: 1) downplaying racial-cultural issues 2) stereotyping black clients 3) making stereotypic assumptions about black employees they were training 4) not giving honest and complete feedback for fear of being racist 5) blaming clients of color for problems brought on by racism 6) failing to consider how treatment recommendations would impact the client.

Those who teach counseling or psychology may use case studies that ask students to investigate how treatment recommendations may differ based on the racial and cultural differences of certain groups.