

# AMCD

## ARCHIVE



**2023**

Adkison-Johnson, C., Burt, I., Owens, D., Steele, J., & Tovar-Murray, D. (2022). Brave souls who dared to dream: 50th anniversary of the *Journal of Multicultural Counseling and Development*. *Journal of Multicultural Counseling and Development*, [https://onlinelibrary.wiley.com/doi/toc/10.1002/\(ISSN\)2161-1912.50th-anniversary](https://onlinelibrary.wiley.com/doi/toc/10.1002/(ISSN)2161-1912.50th-anniversary)

**Brave Souls Who Dared to Dream: 50th Anniversary of the *Journal of Multicultural Counseling and Development***

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June 2022

This year marks two 50th anniversaries: the first for the *Journal of Multicultural Counseling and Development (JMCD)* and the second for the Association of Multicultural Counseling and Development (AMCD).

The journal began in 1972 as the *Journal of Non-White Concerns in Personnel and Guidance (JNWC)* under the editorship of Dr. Gloria Smith, who was also the first vice president of the Association of Non-White Concerns (ANWC). According to Dr. Quincy Moore (1992), a former president of AMCD, “The journal started as an idea of a few brave souls who dared to dream” (p. 149).

The civil rights movement was the catalyst for the development of the journal. Pioneers of *JNWC* demanded equal treatment within the counseling profession and a platform to focus on high-quality research studies, ideas, and innovations that addressed the lived experiences of racial and ethnic minority populations.

The first issue 50 years ago opened with this statement from Dr. Thomas Gunnings (1972):

The *Journal of Non-White Concerns* is designed to bring to the reader research and practical ideas and innovations related to the interests of non-white individuals. It is our hope that people practicing in the fields of counseling, psychology, guidance, and personnel—at all levels—will find this a handy accumulation of ideas to use in spearheading our attempt to develop dynamic and effective theories and programs that will make life as meaningful and fulfilling for the people we are trying to serve. . . . The *ANWC Journal* is dedicated to the purpose of facilitating an exchange of ideas among professionals interested in psychological and supportive services for non-whites. The *Journal* seeks to be a viable vehicle for the proliferation and visibility of thought, position, and research relevant to non-whites. (p. 3)

*JNWC* evolved during a time of overt racism, White supremacy, and racial unrest in our society. When the journal was first published in 1972, the country was still recovering from Dr. Martin Luther King Jr.’s assassination and the Black Power movement, with its emphasis on racial pride and self-determination, had fully emerged. Scholars and practitioners of color from various helping professions published their writings and research in *JNWC* that might not have otherwise been recognized in journals within their distinctive disciplines.

In 1985, AMCD, formerly ANWC, voted to change the title of *JNWC* to the *Journal of Multicultural Counseling and Development* to correspond with the new name of the organization. Dr. Courtland Lee (1985), who was the editor during the transition of the journal, explained,

The name change implies an important new direction for the *Journal*. This new direction will see the *Journal* broadening its traditional scope to truly expound ideas related to multicultural experiences in all areas of counseling and human development. The *Journal of Multicultural Counseling and Development* will be the exclusive scholarly domain of no one cultural or ethnic group, but rather will be a forum for all those with new ideas that evolved out of the pluralism that characterizes the counseling profession and the society it serves. As such, authors, regardless of their ethnic or cultural background, with ideas that have the potential to contribute significantly to the growing body of multicultural counseling knowledge, are encouraged to submit their work to this journal. . . . It is anticipated that the *Journal of Multicultural Counseling and Development* will become a major resource for all counselors and related professionals as they confront the myriad challenges inherent in facilitating human development in an increasingly diverse society. (p. 90)

In this virtual 50th anniversary issue, we return to earlier writings published in *JMCD* that helped establish the vision, research, and practice of multicultural counseling. You will notice the names of several authors whose writings and research redefined the discussions of intelligence, psychological theory, racial identity, counseling competence, and treatment modalities in the helping professions overall and in counselor education.

We hope that revisiting some of *JMCD*'s historic articles will inspire counselors, supervisors, and counselor educators to utilize and create scholarship that accurately responds to the mental health needs of our diverse society.

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# History of the Association for Non-White Concerns in Personnel and Guidance

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JOHN McFADDEN and WANDA D. LIPSCOMB

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*The Association for Non-White Concerns in Personnel and Guidance (ANWC), a division of the American Association for Counseling and Development, became a reality in 1972. Due to the persistent efforts and commitment of its members, the division has been a success. Increasing responsiveness to human needs and a growing membership and examining more corners of prevailing human needs stand high in ANWC's immediate visions of action.*

The Association for Non-White Concerns in Personnel and Guidance (ANWC) began as a non-White caucus, established by the American Personnel and Guidance Association for the purpose of ensuring appropriate recognition of non-White concerns. Formal impetus for ANWC was initiated at the 1969 APGA convention. Events surrounding this idea, which was presented at convention headquarters in Las Vegas, Nevada, led to a proposal to the administrative structure of APGA for the establishment of an Office of Non-White Concerns. While a number of persons were interested in this non-White thrust, Samuel H. Johnson, currently ANWC president emeritus, exercised strong and viable leadership for the caucus during the formative years and has sustained his integral involvement in ANWC.

APGA administrators and officers received and approved the aforementioned proposal, thus forming the Office of Non-White Concerns. During its meeting of April 1-2, 1969, the APGA Senate adopted a resolution stating that:

We think that it is within the scope of the American Personnel and Guidance Association to relate to the specific interests of minority group members. . . . In order for non-whites to live, it is necessary to have power to move this organization toward goals and objectives that are more consistent with the needs of cultural and ethnic minorities in our society. We therefore find it necessary to articulate the following demands: BE IT RESOLVED, That the American Personnel and Guidance Association shall establish a salaried National Office of Non-White Concerns within the executive structure of the American Personnel and Guidance Association. (APGA Senate Minutes, p. 7)

Richard Kelsey was appointed APGA executive assistant for this office. Although several counter-recommendations were made to change the name of the office (e.g., to the Office of Human Rights and Opportunities), none were approved by the caucus. Therefore, the name Office of Non-White Concerns prevailed. Even though this office was an established part of the structure of APGA, it maintained no voting rights on the APGA Board of Directors or the APGA Senate. It was evident that APGA officials perceived the primary function of the office as keeping the leaders of the association informed and keeping members of the caucus pacified.

Several meetings were held by various interested persons in the caucus at sites such as New Orleans, Atlanta, and At-

lantic City. Gloria Smith, one of the pioneers and presidents of ANWC (1974-75), reports that throughout these early years, Sam Johnson traveled many times to Washington, D.C. to visit APGA headquarters in order to document the need for the creation of ANWC (McFadden, 1983). When they requested an application to become a division of APGA, the interest group was told that no such instrument existed and that APGA could not help them. Later, at the APGA convention in Atlantic City in 1971, the request was made by members of the interest group for divisional membership following three mass meetings. The proposal was presented to the APGA Senate, which did not accept it. Several APGA staff members, along with some senators, opposed the formation of a new division (McFadden, 1983).

In June 1971 a questionnaire was circulated to determine interest in forming a non-White division. Results indicated that 40% of the non-White respondents felt that their professional needs were not being met by APGA, and 54% indicated that they would consent to charter memberships if a non-White division were formed. In December 1971, during a meeting of ANWC leaders and an APGA executive assistant, it was suggested that a workshop be held in New Orleans to proceed with formation of this new division. Subsequently, APGA requested the interest group to elect six representatives to attend this workshop concurrent with a meeting of the APGA Board of Directors. The representatives requested and were granted a hearing before the board, at which time they emphasized the need to be inside the system of the parent organization in order to promote effective change and become a vital link to APGA.

A request was also made for assistance in establishing a division. In March 1972 Emmett Tucker, APGA legal counsel, notified the interest group that he had been assigned to assist them in their efforts to formalize a new division in the association. A select number of persons from the interest group traveled to Washington, D.C., in order to meet with Tucker, the executive director, and other APGA staff members to form the corporate entity. Quite a discussion took place at headquarters about the name, tax exempt status, membership, and the like. Following several meetings with APGA staff, a decision was made that the new division would be known as the Association for Non-White Concerns in Personnel and Guidance (Johnson, 1981). By-laws had been drafted through the efforts of such people as Gloria Smith, Sam Johnson, Joyce Clark, Charles E. Gordon, Loretta Price, and Phil Layne. After 5 hours of talks, Tucker opened his attaché case and presented the ANWC representatives with a seal and charter that had to be notarized. The charter was notarized after the ANWC group journeyed in a rainstorm until 8:00 p.m. when they located a notary public. Tucker then filed corporation papers in Washington and served

as presiding officer until elections could be held at the 1972 annual convention in Chicago.

Chairperson Sam Johnson sent Rick Kelsey to escort Tucker to the APGA Senate floor to present official documents and petitions containing a list of over 100 signatures so that the Senate could move for adoption of the resolution to form the new division. Kelsey was asked to telephone the Non-White Concerns Caucus (NWCC) when the resolution appeared on the Senate floor, so that the meeting could recess to reconvene in the Senate gallery and head discussion on the resolution. An interview with Johnson (McFadden, 1983) revealed that the petition was tabled because the names on the petition had not been verified. Subsequently, the names were verified by an APGA staff member and returned to the Senate the following morning. Ralph Berdie made a motion to move the issue from the table and called for a vote.

Sam Johnson was called to the Senate floor during discussion to provide additional information. Patrick J. McDonough, then Acting Executive Director of APGA, indicated that all papers were in order and qualifications for divisional status were fulfilled. Approval was given to the motion by the Senate, making the Non-White Concerns Caucus the Association for Non-White Concerns in Personnel and Guidance. Following a motion to have the new division seated, Robert Clayton and James Moore took their seats as senators and the Senate gave them a standing welcome. Thus, on March 28, 1972, ANWC, as an official division of APGA, became a reality (Cole, 1972; McFadden, 1982).

The initial officers of ANWC included President Samuel Johnson, Vice President Gloria Smith, Secretary Jean Thomas, Treasurer Robert Clayton, and Executive Council members Phil Layne, Annette Kearney, Katye Monroe, Rick Kelsey, and Mary Curry. Paul Collins was assigned as APGA staff associate to ANWC to assist in as many ways as possible. Both Johnson and Clayton were invited to the headquarters in Washington, D.C., to familiarize themselves with the inner workings of APGA. They met with staff persons responsible for membership, career education, and the like.

The first business meeting of ANWC was called to order at 3:00 p.m. in the Pick Congress Hotel in Chicago on March 29, 1972. Order of business included reports from various committee chairpersons—membership, program, by-laws, publications, newsletter, and registration—and introduction of Orvin Carpenter, APGA coordinator of membership promotion, who cited general procedures for ANWC divisional membership to accept members until new application forms could be printed. He pledged full support of his office to the new division. There were a total of 27 ANWC memberships paid. Legislation was also discussed, citing the need for awareness of present and pending matters as they related to non-Whites. Gloria Smith, editor of the *Journal of Non-White Concerns*, indicated that she would be soliciting manuscripts on issues and programs for non-Whites. Tom Floyd was assigned responsibility for designing an ANWC logo and cover for the journal. Dorothy Cole, newsletter chairperson, discussed the first issue of the *ANWC Newsletter*, indicating that it would include news, job information, suggestions, and so forth.

#### RATIONALE

ANWC evolved around the issues of equality and equal opportunity. A need to focus on quality service delivery to minorities existed, whether such services were rendered by majority or minority persons. Mental health services for minority people in the areas of training, research, and programs were in deficit.

ANWC was developed:

- To further the stated purposes of APGA with particular emphasis in the area of charitable, scientific, and educational

activities designed to assist and further the interests of non-Whites by seeking to eliminate prejudice and discrimination, defending human and civil rights secured by law, presenting opinions on controversial issues, and otherwise attempting to lessen the burdens of the United States government so as to secure equality relative to the treatment, advancement, qualification and status of non-White individuals in personnel and guidance work. (American Personnel and Guidance Association, 1975, p. 24)

A number of non-White APGA members felt a need to establish a network within the system of the association that would bring positive recognition to specific non-White concerns. They felt that a multi-ethnic and multi-faceted organization would increase awareness and focus on non-White interests and provide an organized system that would allow more opportunities for professional development for minorities. The multi-ethnic focus for ANWC was an issue debated in Atlantic City by members of its interest group. Some felt that ANWC should concentrate on minorities in general, whereas others believed that it should place its emphasis on a specific group—for example, Blacks, because they were the largest minority population among the APGA membership.

During its formative years, ANWC was one of the fastest growing divisions of the parent organization. Minority membership tripled following the founding of ANWC. Throughout its early years, the leadership and general membership of ANWC were assertive toward obtaining equal representation and fair treatment in APGA. There was a need for this new division to become recognized not only as a separate entity, but also as a channel through which the American Personnel and Guidance Association could meet the needs of all people who need services. Questions raised by the members helped ANWC and other divisions as well (e.g., the convention rebate increase from \$1.00 to \$3.00). Responsiveness to all divisions, therefore, has increased over time.

#### HISTORICAL DEVELOPMENT

As poverty programs grew, substance abuse became more prevalent, and families of color were being less served by sponsored programs. To identify and serve these needs, ANWC developed and formed its own identity. Members of this interest group knew that they had to be inside APGA in order to create change. Thus, ANWC was shaped by the vision of a group of professionals wanting to provide needed services to an expanding population and by both external and internal forces impinging on the guidance and counseling profession. Prevailing among these forces was a commitment on the part of ANWC's founders to be proactive and to ensure responsiveness to the concerns of non-Whites and anyone who works with non-Whites.

#### SHORT- AND LONG-TERM GOALS

A primary focus of ANWC for both the short and long term is leadership development. It recognizes the need to identify, develop, and nurture leaders to assume roles of responsibility. Therefore, maintenance of leadership development workshops, initiated in ANWC 4 years ago, has become a priority for the membership. There must also be a commitment to maintain services to those persons in leadership positions. Persons entrusted with leadership responsibilities often find themselves pulled in many directions. A need exists for building strong bonds of support among leaders and their constituents, whether these leaders are functioning in the association or in their employment settings. Another point of focus for ANWC is strengthening the regional concept so that additional services can be more readily available at the local level.

### MEMBERSHIP

ANWC membership is encouraged for those individuals who work with non-White populations and those concerned about the quality of counseling and guidance services that non-White populations receive. There are three membership categories: regular, associate, and student. Regular membership is open to individuals involved in counseling and guidance professions; this category of members is eligible to vote. Associate membership is open to individuals who are interested in the general aims and purposes of the association, but who do not work in the counseling and guidance professions. Student membership is open to persons who are enrolled in accredited graduate schools in studies relating to the counseling and guidance field and who are concerned with the aims of ANWC. Associate and student members are not eligible to vote.

The ANWC membership as of December 1984 was approximately 1,400. Approximately 40% are male and 60% female. Members comprise a cross-section of racial and ethnic groups, including Blacks, Asian Americans, Native Americans, Hispanics, and Whites. Blacks make up the largest percentage of the membership, followed by Whites and Hispanics. ANWC is currently intensifying its membership recruitment activities to identify more prospective members from a broader spectrum of racial-ethnic groups. Members primarily have master's degrees or doctoral degrees. Approximately 30% hold a master's or specialist degree. The membership is largely employed at universities, colleges, and secondary schools. Professionally, over half are counselors, and a significant number are administrators and counselor educators.

ANWC has seen a slight decline in its membership over the past few years. Concomitant with the general economic decline nationwide, the reasons for the reduction in membership can be described primarily as economic. Many previous ANWC members have had to decrease the number of divisions with which they affiliate in AACD. The trend has been to maintain membership in the divisions that best represent their primary job responsibilities, instead of a division such as ANWC, which permeates several disciplines. The majority of ANWC's membership is made up of minorities, and the current economic state has had a much greater impact on minorities who have been mainly employed by federal, state, and local government agencies and institutions. Thus, many previous ANWC members are no longer employed in the counseling and guidance areas. It is encouraging to report, however, that during recent months (e.g., May 1984), ANWC has begun to reflect a gradual increase in members.

ANWC is one of the smaller divisions in size of membership. This allows many members to play a very active role in the division's policies and decision making. A member generally becomes actively involved in an ANWC state chapter where there are many activities that relate to the specific needs of a particular state. Persons from state chapters work in the areas of membership, government relations, and special projects, such as "Save the Family" (Harold, 1983). State chapter presidents, presidents-elect, and committee chairpersons are involved in varied programming at the national level, such as the 1984 AACD convention theme session on "Multicultural Dimensions to Counseling and Human Development in an Age of Advanced Technology."

Members may also become involved at the regional level. There are regional officers and committees that execute many programs throughout the year. The Southern Region and the North Atlantic Region have conducted regional meetings in conjunction with their regional branch assemblies of AACD. On the national level, ANWC sponsors an annual Leadership Development Workshop during the AACD convention. The purpose of this workshop is to provide an opportunity for

ANWC members to develop and enhance their skills essential to assuming leadership roles at the state, regional, and national levels. It provides detailed information on ANWC and AACD and their governance structure and on leadership development training (McFadden, 1984). In addition, ANWC is developing a leader's handbook to be made available to division leaders.

### JOURNAL

The ANWC journal, the *Journal of Non-White Concerns*, was first published in October 1972 under the leadership of Gloria Smith, the first editor. Since its beginning, the journal has maintained a reputation for professionalism and relevance. Other past editors include Maggie Martin (1974-81), University of Michigan at Dearborn; William E. Gardner (1981-82), Lincoln University of Pennsylvania; and Thelma C. Lennon (1982-84) of the North Carolina Department of Public Instruction. Currently, Courtland C. Lee of the University of North Carolina at Chapel Hill serves as editor.

The ANWC journal is published quarterly. Articles promote a better understanding of the counseling, guidance, and human development needs of non-White cultural and ethnic groups. Three types of manuscripts are included: research, theoretical, and practical. There have also been several special issues of the journal related to specific topics and populations, including Black athletes, Black counselor educators and supervisors, Black aesthetics, concerns of the emergent Latinos, Black career development, licensure, culture specific testing, and stress.

### DIVISIONAL STRUCTURE

ANWC is governed by its Executive Council, composed of officers, regional representatives, senators, and representatives to the AACD Board of Directors. The council, chaired by the ANWC president, is the agency through which the general administrative and executive functions of the association are carried out.

ANWC officers include the president, president-elect, past president, president emeritus, secretary, treasurer, representatives to the AACD Board of Directors, senators, parliamentarian, and regional representatives (Midwest, North Atlantic, Southern, Western). The positions of journal editor and newsletter editor are other major leadership roles in the organization. Samuel H. Johnson was designated ANWC president emeritus in 1973 by the Executive Council in recognition of the historical significance that he has brought to our organization and for his untiring service. The council approved the request by ANWC President Thomas S. Gunnings for Thelma C. Lennon to serve as ANWC Honorary President concurrently with him during 1980-81, in memory and honor of her husband, John D. Lennon, who died during the winter of 1980, at the same time he was serving ANWC as president-elect.

The following persons have served as ANWC president since its inception: Samuel H. Johnson, 1972-74; Gloria S. Smith, 1974-75; Robert L. Clayton, 1975-76; Willie S. Williams, 1976-77; Joyce H. Clark, 1977-78; William E. Gardner, 1978-79; Queen D. Fowler, 1979-80; Thomas S. Gunnings, 1980-82; Horace Mitchell, 1982-83; John McFadden, 1983-84; and Aaron B. Stills, 1984-85. Wanda D. Lipscomb has been elected to serve as ANWC president during 1985-86.

The ANWC President's Cup was presented at the 1984 AACD convention in Houston. Sam Johnson, ANWC president emeritus, was the recipient of this award, given for the first time. The cup is presented in recognition and honor of distinguished leadership, scholarship, and service to ANWC at national, regional, and state levels.

The committee structure of ANWC is divided into two categories: standing committees and special committees. The former committees are a part of the organization's by-laws; the latter ones represent appointments made at the discretion of the pres-

ident. Committees are of either standing or special and continuing status.

The standing committees are: Affirmative Action, By-Laws, Credentials, Finance, Membership, Program, Publications, and State Divisions. The special and continuing committees are: Archives, Awards, BOSS (Build Our Strong Surplus—formulates and activates guidelines for individuals, groups, and organizations to contribute to the financial base of the association), Convention, Government Relations, Graduate Students, Licensure, Minority Counseling Specialty (provides guidelines and suggestions to members on approaches to development and enhancement of the minority counseling specialty), Name Change (collects data, compiles reports, and disseminates information related to an ANWC name change to the division's governing board and the general membership), Professional Development, and Save the Family (emphasizes the value of families, unity, caring, and support at a time when pressures often are destructive to families).

### SUMMARY

Upon recapturing these remarkable events in the history of ANWC, it is not only surprising to observe the rapidity of its progress and achievements in the face of growing challenges and strong oppositions, but, based on these dramatic events of the past, it is more ensuring of the division's inevitable success in the future.

Among our immediate visions for ANWC are an increased responsiveness to human needs and an expansion in membership in the organization. When examining the conditions of the segments of the population to which it focuses its service, ANWC cannot afford to reduce its usual intensity and persistence to examine, through research and vigilance, more corners and cores of prevailing human needs.

Excellence and quality have characteristically been ANWC's

aspiration, and, hence, its mark of recognition. As the territory of our call to service expands, the need to match these echoes of concerns, without jeopardizing our inherent quality and credibility, increases its dependence on embracing more dedicated new members. Toward this end, we conceive the need to call for renewed commitment of the present members to recruit others of their caliber for the vital mission of promoting human development through programs included in the goals of ANWC. We believe in simplicity. If one brings one, we can double our task force to combat our multiplying challenges. Our united endeavors will ensure our effectiveness and efficiency.

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## From ANWC to AMCD: Goals, Services, and Impact

By: M. Parker and Jane E. Myers

Parker, M. & Myers, J. E. (1991). From ANWC to AMCD: Goals, Services, and Impact. *Journal of Multicultural Counseling and Development*, 19(1), 52-64.

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### **Article:**

In 1969, the American Personnel and Guidance Association (APGA, later renamed the American Association for Counseling and Development (AACE)) established a special office for the purpose of identifying and addressing the concerns of non-White members (McFadden & Lipscomb, 1985). After many heated discussions, one of which was about the name, the Association for Non-White Concerns in Personnel and Guidance (ANWC) became the ninth division of APGA. The goals established for ANWC in 1972 have not changed (McFadden, 1986), even though the name of the organization changed in 1985. It is timely, then, to review the historical development of what is now the Association for Multicultural Counseling and Development (AMCD) and the impact of the name change. In so doing, it is important also to examine the goals and services of this organization.

### **HISTORICAL DEVELOPMENT OF ANWC/AMCD**

The civil rights movement of the 1960s was an important stimulus to the development of ANWC. During that era, African American persons were becoming concerned with their civil rights, developing pride in their ethnicity, and demanding equality of treatment in every aspect of human endeavor including their professional involvements. In this regard, African American members of APGA insisted that they be included in the core structure of the organization, using ANWC as their vehicle for inclusion.

The fledgling organization struggled to define its focus as being multiethnic or primarily African American. Some felt that ANWC should focus on minorities in general, while other members believed that the new organization should address the specific needs of African Americans, the largest minority in APGA (McFadden & Lipscomb, 1985). The controversy has not been fully resolved, as exemplified in the continuing question — should AMCD be AACD's division for African Americans, or should it be the division for any association member dealing with multicultural, multiethnic, or cross-cultural issues and concerns?

Since 1972, many assumptions have been made concerning ANWC/AMCD's goals, objectives, roles, and functions among APGA/AACD divisions. Many APGA/AACD members perceive ANWC/AMCD as the division for African Americans' problems and concerns rather than for a broader range of individuals and groups. Some view members of this division as the militant group from the 1960s, still mainly concerned with civil rights, prejudices, and racial injustices.

A pervasive concern is that negative societal stereotypes of African Americans have affected APGA/AACD members' perceptions of ANWC/AMCD. For example, ANWC/AMCD is sometimes described as the division that has the best dance or social hour at the annual national convention. The name non-White has contributed to the stereotypical perceptions, leaving ANWC/AMCD's goals, services, and functions largely misunderstood both within the division and within AACD.

White members having distinctive cultural or ethnic status (e.g., Cuban Americans) have been confused or even frustrated by the name non-White, not knowing if this is an appropriate division with which they should affiliate. Many such individuals have not joined, supported, or understood ANWC/AMCD's mission.



Unresolved perceptions and disagreements concerning ANWC/AMCD's mission, role, and function eventually led to the change of its name, in 1985, to AMCD.

### **WHAT'S IN A NAME?**

The APGA changed its name to AACD shortly before the AMCD name change. This change occurred at a critical time, when the counseling needs of culturally diverse groups were becoming increasingly apparent (Parker, 1988). The growth of other minority groups (e.g., Hispanic Americans and Asian Americans) stimulated increasing concern for a broadening of the definition of possible members of AMCD, to include a multiethnic and not just an African American focus. It would be interesting to know at this point in AMCD's history, what, if any, impact the name change has had on the current memberships and perceptions of other AACD members of this division. Opponents of the name change believed it would result in a decline in African American membership, weakening of African American identity, and decline in the overall effectiveness of the division in achieving its goals. Others believed that the name change would stimulate a more multiethnic membership, including more White Americans.

Five years since the name change, many African American AMCD members believe that the organization they initiated to meet their needs has been eliminated and masked under the rubric of multiculturalism. Others support the name change and credit it with the growth of the AMCD membership from 1,406 in 1984 to 2,610 in fall, 1989. These persons believe the quality of services has improved, and the association is better able to meet the challenges of serving multicultural populations in the next decade.

The name change was made, as mentioned, without a change of goals or services. In view of the many societal changes that have occurred since the founding of this division in 1972, and the resulting challenges to the counseling and human development professions, a reexamination of AMCD's goals is timely and necessary. Because goals dictate services, a review of services provided to members is an integral part of this examination. It is important for AMCD's leaders to be aware of members' perceptions of goals and services and also the desires of members for new or improved services. These data would provide direction for organizational planning for AMCD leadership.

### **METHODOLOGY**

After careful review of the history of ANWC/AMCD and discussion with AMCD members and leaders, a survey was developed to assess AMCD's goals, objectives, and services and the impact of the name change. A pilot test of the instrument was conducted and suggestions for revisions were provided. Participants in the pilot test included members of several AACD divisions, including AMCD. Specialists in multicultural issues, association issues, and assessment were among those included in the initial test group. Results and feedback from the pilot test led to the appropriate revisions.

The survey used in this study included five sections: (a) identifying information, (b) purposes of AMCD and impressions of AMCD's progress toward its purposes, (c) general impact of the name change, (d) impact of the name change on AMCD's journal and newsletter, and (e) AMCD's services. Opportunities for comments from respondents were provided in each section.

The survey was mailed to a random sample of 500 AMCD members and 500 AACD members (N= 1,000). A self-addressed, stamped envelope was included to assist prompt return of completed surveys.

### **RESULTS**

A total of 247 surveys were returned, for a response rate of 24.7%. Of these, 54 (22%) were members of AMCD and 193 (78%) were members of other divisions. The largest numbers of responses from AACD members were from the largest divisions. These included 22 from the American School Counselor Association (9%), 19 from the American College Personnel Association (8%), 16 from the American Mental Health Counselors Association (7%), and 11 (4.5%) each from the Association for Counselor Education and Supervision and the

Association for Specialists in Group Work. Other divisions had 10 or fewer responses. At least two surveys were received from each division.

Part I, demographic information, is shown in Table 1. The totals for the various categories are not the same due to missing responses to some questions. The most common employment position was that of counselor (N=49, 20%), working in a college or university (N=33, 13%), K-12 setting (N=24, 10%), or community agency (N=37, 15%). Almost all respondents (96%) had a bachelor's degree or higher, and 92 (89%) had a master's degree or higher. Forty respondents (40%) were men and 60 (60%) were women. Fifty-nine (60%) respondents were Caucasian and 40 (40%) reflected other ethnic backgrounds.

In Part II of the survey, a list of the seven official purposes of AMCD was provided. Respondents were asked to (a) indicate their extent of agreement with whether the statement should be a purpose of AMCD, (b) rank order the purposes from most to least important, and (c) rate the extent to which AMCD is currently addressing its purposes. Responses to these questions are provided in Table 2 (see p. 57). Mean scores are based on a scale of 1 to 5, with 1 being strongly disagree and 5 being strongly agree.

The mean score for six of the seven purposes, according to whether each should be a purpose, ranged between 4.28 and 4.65. Only one, Purpose 4 (see Table 2), obtained a mean score of less than 4.0.

The ranking of purposes did not correspond exactly to the mean scores. Here, Purposes 5 and 1 were ranked highest, while 6 and 7 were ranked lowest. Ranks were determined by computing the overall frequency of rank order assigned to each purpose.

Part III of the survey assessed the impact of the AMCD name change. Responses to this part are shown in Table 3 (see p. 58). Mean scores reflect a scale from 1 to 5, with 1 being strongly disagree and 5 being strongly agree. Many respondents (12%) indicated in their comments that they did not have enough familiarity with AMCD to respond to this section. Some of these respondents were new AACD members who had limited knowledge of AMCD as one of the divisions of AACD. Others reported that they did not know that the name change was an issue, because they never heard it discussed or debated in meetings.

Another small group stated they were simply unaware of the name change.

Of the 12 mean scores reported in this table, 10 ranged between 3.07 and 3.95. These scores indicated some, but not strong, agreement with the impact statement. Two of the mean scores (Impacts 5d and 8, see Table 3) were below 3.0, indicating some disagreement. In other words, respondents did not feel that the name change caused a decline in African American members or weakened the division as a focal point for the identity of African American AACD members.

In Item 9 of Part III, respondents gave their opinions on what they believe has been the major impact of the name change. Ninety-six persons (39%) did not respond. The overwhelming majority of the remaining respondents believed the name change has had a positive impact on the organization and its members, while a much smaller number of respondents believed the name change has had a negative effect. Many of the respondents made positive comments based on their perceptions of the name change. The most representative positive comments are listed as follows:

1. There has been a greater awareness and sensitivity to all cultures.
2. The name change represents a more contemporary approach to cross-cultural issues.
3. The new name makes AMCD more accessible and welcoming to majority group members of AACD.

4. With the name change there has been a move from narrow thinking to embracing the more global picture.
5. The new name presents an image that is more comfortable, less threatening, less hostile, less biased, less prejudiced, more inviting, and more relevant to a pluralistic society.
6. The name change has projected a more growth-oriented focus.
7. The name change has begun to decrease the negative connotation(s) of "non-White."
8. There has been a clearer understanding of who is eligible for AMCD membership.
9. There has been more cooperation between the various minority groups.
10. The name change represents a positive concern rather than a discriminatory title. "How would we as Blacks feel if we were part of an organization with a group with 'non-Black concerns' in the title? We would be the first to yell 'discrimination.'"
11. The name change has contributed to an increase in membership and an improved awareness of AMCD as an integral part of AACD.

Those respondents who were not supportive of the name change made comments such as the following:

1. The name change has defeated the original purpose, which was the self-improvement of African American AACD members.
2. There has been a decrease in African American identification with the AMCD organization.
3. The AMCD's focus on refugee status and the change of the U.S. population place African American representation in the back seat.
4. The name change has caused dissension among members, supporters, and interested parties of AMCD.
5. The name change to AMCD has caused confusion with AMECD (the Association for Measurement and Evaluation in Counseling and Development), causing people to select the wrong convention programs and so forth.

Part IV of the survey assessed the impact of the name change on the AMCD journal (the Journal of Multicultural Counseling and Development) and newsletter (AMCD Newsletter). A summary of responses to this part of the survey, again using a scale of 1 to 5, is shown in Table 4.

Mean scores for questions about the journal ranked from 3.37 to 3.91, while those concerning the newsletter ranked from 3.24 to 3.62. About one-third (37%) of respondents noted that they read the newsletter regularly. Part V solicited opinions regarding the services AMCD provides. Responses to this part are provided in Table 5. As can be seen from this table, more than half of the respondents were unable to comment on AMCD's services. Most respondents who evaluated the services thought that they were satisfactory. In general, more persons thought that each service needs improvement than that the service was exemplary.

## **DISCUSSION**

Each part of the survey merits specific comments, as indicated in the following discussion.

### ***Part I: Demographic Information***

The response rate of 24% appears adequate for interpretive purposes. The sample is generally representative of AACD membership. The low response rate from AMCD members (22%) is noteworthy, as AMCD represented 50% of the original sample. This low response rate may reflect or may be an indication of general apathy in the division. Additionally, it might be that some AMCD members are not fully informed of the services provided to enable them to respond (see following discussion of Table 5). An alternative explanation could be that AMCD members, like many other AACD members, are so overcommitted that filling out a 20-minute survey is perceived as a lowest priority task.

### ***Part II: Perceptions of AMCD's Purposes***

The data revealed that all seven of the original division purposes were perceived as valuable by the respondents. The two most important (or highest ranked) were Purposes 1 and 5, whereas the lowest was 6. The pattern here seems to be that the values of securing equality of treatment and promoting a greater understanding of ethnic minority groups are seen as more important than specific means or procedures to accomplish the values (such as publishing a journal and other scientific materials). This is consistent with the tendency we have noticed for professionals to subscribe to principles (such as believing that counselors should be trained in ethnic concerns) while they are less likely to practice these principles (such as participating in continuing education workshops to update their own skills in multicultural counseling).

### ***Part III: Impact of Name Change***

In general, respondents indicated that the division name change had a positive impact including being more sensitive toward other cultures, being more contemporary in its approach to cross-cultural issues, being more open to majority members, having a greater global vision, having a more growth-oriented focus, having greater cooperation between minority groups, having increased membership, and having clarified goals.

In addition, it seems that the name change has not had the negative impact on African American members that had been anticipated (i.e., the majority of respondents did not feel the name change caused a decline in African American membership or that it had weakened the division as a focal point for the identity of African American AACD members). The comments volunteered by respondents regarding their perceptions of the name change's impact were overwhelmingly positive as well. A small percentage of the respondents, however, did have negative perceptions of the impact of the name change for African American members of AACD.

We conjecture that those comments reflecting a negative opinion of the change were made by the same people who were apprehensive during initial deliberations about the name change. This would seem logical from a historical context, because these respondents may be the same people who championed the need for representation of minority (non-White) concerns in the early 1970s and were instrumental in the formation of the division. The efforts of these dedicated pioneers in establishing the division might (understandably) make it difficult for them to accept expanding the focus and membership of the division to include minority groups other than African Americans.

### ***Part IV: Impact of Name Change on AMCD's Journal and Newsletter***

Respondents indicated that the journal and newsletter were generally perceived as having improved since the name change of the association. If the journal and newsletter have improved, there is insufficient evidence to explain this observation. The respondents were even stronger in agreeing that the journal and newsletter were relevant to the needs of both the profession as a whole and themselves as individuals.

### ***Part V: Opinions Regarding the Services AMCD Provides***

The respondents generally endorsed the services AMCD provides, with more respondents finding services satisfactory or exceptional than needing improvement. Leadership was the most positively perceived service (by a 4:1 ratio), with the national conference and publications strongly endorsed as well (by a 3:1 ratio). Legislative advocacy was perceived as marginally satisfactory.

Although Table 5 is in general a positive "report card" for the services offered by the division, there is a clear perception that services need improvement. Perhaps most important of all is the large percentage of respondents who indicated they were unaware that the division is providing these services. These data suggest that the division leadership needs to address how to better inform members of the services and activities the division is providing. The data also suggest that the membership must take more responsibility to remain informed and involved if AMCD is to continue to be a viable organization for representing multicultural concerns.

## **CONCLUSION**

Although all of AMCD's purposes were viewed as valuable, those purposes concerned with securing equality of treatment and promoting greater understanding of ethnic minorities were the most important ones. Since the name change there has been a greater attempt to understand, to meet the needs of, to provide services for, to be more accepting of, and to promote cooperation between ethnic minority groups. The name change has also projected a more positive image of AMCD that many respondents believe is a contributing factor toward the increase in AMCD's members.

Change rarely occurs without some degree of doubt, fear, and apprehension. Some respondents viewed the name change with skepticism, believing that the original purposes of AMCD as being a focal point for African American identity issues and concerns may be overshadowed under the label of multiculturalism. Those who are most skeptical are probably the early founders of the ANWC organization who, because: of their many years of dedicated service, find it difficult to accept expanding the focus to include groups other than African Americans.

The AMCD's leadership, national conference, and publications were perceived by respondents as satisfactory even though services in general need improvement.

An important finding was that respondents were unaware of many services and activities offered by AMCD. This finding may well offer AMCD's leadership the major challenge of the decade, which is informing members better, stimulating member involvement, and continuing progress toward division goals.

Overall, the: respondents felt that the impact of the name change is positive and AMCD is taking steps in the right direction.

Authors' Note. Special thanks are extended to Drs. Barbara Brown Robinson, NCC, Director, Association Relations of AACD, Alexandria, Virginia, and Janice Jordan, Assistant Director, Counseling and Student Development, University of Delaware, Newark, for their assistance in reviewing and refining the survey and methodology used in this study.

### **TABLE 1 Demographic Information Provided by Respondents**

Legend for Chart:

A - Demographics

B - Number

C - %

A: Present position

B: (N = 111)

C: --

A: Counselor

B: 49

C: 44

A: Administrator

B: 12  
C: 11  
A: Counselor education supervisor  
B: 14  
C: 13  
A: Student  
B: 9  
C: 8  
A: Paraprofessional  
B: 8  
C: 7  
A: Other  
B: 19  
C: 17  
A: work setting  
B: (N=126)  
C: --  
A: College or university  
B: 33  
C: 26  
A: K-12  
B: 24  
C: 19  
A: Community college  
B: 5  
C: 4  
A: Community agency  
B: 37  
C: 29  
A: Institutional setting  
B: 8  
C: 6  
A: Business or industry  
B: 2  
C: 1.5  
A: Other  
B: 17  
C: 13  
A: Education  
B: (N=104)

C: --

A: Doctorate

B: 25

C: 24

A: Educational, specialist

B: 8

C: 8

A: Master's

B: 59

C: 57

A: Bachelor's

B: 8

C: 8

A: Other

B: 4

C: 4

A: Sex

B: (N=100)

C: --

A: Male

B: 40

C: 40

A: Female

B: 60

C: 60

A: Annual income

B: (N=111)

C: --

A: < 14,999

B: 13

C: 12

A: 15,000-24,999

B: 21

C: 19

A: 25,000-34,999

B: 39

C: 35

A: 35,000-49,999

B: 24

C: 22

A: >50,000  
 B: 14  
 C: 13  
 A: Ethnic background  
 B: (N = 99)  
 C: --  
 A: Black  
 B: 28  
 C: 28  
 A: Asian American  
 B: 3  
 C: 3  
 A: Native American  
 B: 3  
 C: 3  
 A: Hispanic  
 B: 4  
 C: 4  
 A: Caucasian  
 B: 59  
 C: 24  
 A: Other  
 B: 2  
 C: 2

**TABLE 2: Reactions to AMCD Purposes**

Legend for Chart:

A - Purpose  
 B - Should be a purpose: M  
 C - Should be a purpose: SD  
 D - Rank order  
 E - Progress toward purpose: M  
 F - Progress toward purpose: SD  
 A: 1. To promote a greater understanding of ethnic minority groups among members of the counseling and guidance professions  
 B: 4.74  
 C: .61  
 D: 2  
 E: 3.76  
 F: .82  
 A: 2. To improve the standards of counseling and guidance given to



ethnic minority groups

B: 4.65

C: .70

D: 4

E: 3.58

F: .85

A: 3. To identify and work to eliminate conditions that create barriers to the individual development of ethnic minority groups

B: 4.49

C: .79

D: 5

E: 3.48

F: .82

A: 4. To develop, implement, and/or foster interest in charitable, scientific, and educational programs designed to further the interests of ethnic minority groups

B: 3.96

C: .79

D: 3

E: 3.33

F: .72

A: 5. To secure equality of treatment, advancement, qualifications, and status of minorities in counseling and development work

B: 4.45

C: .84

D: 1

E: 3.38

F: .83

A: 6. To publish a journal and other scientific, educational, and professional materials with the purpose of raising the standards of all who work in counseling and guidance

B: 4.28

C: 91

D: 7

E: 3.90

F: .91

A: 7. To facilitate a broader awareness of multicultural counseling among the helping professions

B: 4.59

C: .72  
D: 6  
E: 382  
F: 84

**TABLE 3: Impact of Name Change From ANWC to AMCD**

Legend for Chart:

A - Impact

B - M

C - SD

A: 1. Helped other divisions of AACD better understand AMCD's  
roles and functions

B: 3.73

C: 0.89

A: 2. Helped AMCD members better understand the roles and  
functions of the division

B: 3.60

C: 0.89

A: 3. Broadened the scope of AMCD's goals and purposes

B: 3.95

C: 0.88

A: 4. Clarified the scope of AMCD's goals and purposes

B: 3.79

C: 0.90

A: 5. Affected the ethnic composition of AMCD membership

B: 3.44

C: 0.88

A: a. Resulted in more White American members of AMCD

B: 3.24

C: 0.82

A: b. Resulted in a wider variety of ethnic minority members of AMCD

B: 3.42

C: 0.80

A: c. Resulted in more Black American members of AMCD

B: 3.07

C: 0.67

A: d. Caused a decline in Black American members of AMCD

B: 2.78

C: 0.65

A: 6. Broadened the ethnic minority representation among AMCD's  
leadership

B: 3.27

C: 0.73

A: 7. Strengthened the AMCD journal

B: 3.54

C: 0.79

A: 8. Weakened the division as a focal point for the  
identity of Black AACD members

B: 2.87

C: 0.88

#### **TABLE 4 Impact of Name Change on AMCD Journal and Newsletter**

Legend for Chart:

A - Impact

B - M

C - SD

Journal

A: 1. The AMCD journal has improved since the AMCD name change.

B: 3.37

C: 0.74

A: 2 The AMCD journal is relevant to the needs of the counseling  
profession.

B: 3.91

C: 0.84

A: 3. The AMCD journal is relevant to your needs.

B: 3.76

C: 0.90

Newsletter

A: 1. The AMCD newsletter has improved since the name change.

B: 3.24

C: 0.65

A: 2. The AMCD newsletter is relevant to the needs of the counseling  
profession.

B: 3.62

C: 0.79

A: 3. The AMCD newsletter is relevant to your needs.

B: 3.45

C: 0.81

#### **TABLE 5 Opinions Regarding the Services AMCD Provides**

Legend for Chart:

A - Service

B - Does not know

C - Does not provide  
D - Needs improvement  
E - Satisfactory  
F - Exceptional

A: National conference

B: 45

C: .4

D: 7

E: 18

F: 7

A: Legislative advocacy

B: 49

C: 20

D: 11

E: 14

F: 1

A: Leadership

B: 40

C: .4

D: 7

E: 24

F: 4

A: Newsletter and journal

B: 28

C: .4

D: 12

E: 32

F: 3

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## Interview With Clemmie Solomon, AMCD President (1991–1992)

Gargi Roysircar

*Presidential Initiative 2001–2002*

**Interviewer (I):** *Please recall some critical incident(s) in your personal life that facilitated your journey toward multiculturalism.*

**Clemmie Solomon (CS):** Critical incidents in my personal life. I have to say, I have to take this back to my impressionable years when I was an elementary school student in northern New Jersey, back during the time [of] school desegregation and *Brown v. Board of Education* in 1954. At that particular time I was starting elementary school. I lived in an all-Black neighborhood, but I was living on the side of the street that was in one school district. On the other side of the street was another school district. I was a kid, beginning elementary school. I was being assigned to the school district on the opposite side of the street, and all the kids there went to a school that the Black children went to, but technically I was supposed to go to the school, School #4, where it was an all-White school. My father, being involved in the NAACP [National Association for the Advancement of Colored People] and a union organizer, challenged the decision to send me to the predominantly Black school, and so I ended up, with his efforts, me and my sister, desegregating the all-White school. That was an experience. You can imagine being the only African Americans in the school. We were just little kids. We underwent quite a bit of harassment and discrimination. It was a painful experience, which had a lot to do with me understanding, having an awareness of cultural/racial differences, because it was obviously presented to me through that experience. [I] had some rough times trying to get home from school and fighting my way home . . . So I would say that experience made me very sensitive to differences in diversity. I've always had that in the back of my mind—that experience. But I survived. And I was successful, graduating high school and then going on to a predominantly Black school, which gave me another experience—going to a college in Ohio called Central State University, which helped me to develop and better my own cultural identity and appreciation for my cultural background. I went on [and] got a master's degree at a predominantly White institution, University of Dayton, with a little over 100 African American students out of about 10,000 students. I left there and went later on and got my PhD at University of Maryland, a large institution, but I was the only African American male to graduate in my class with a PhD. So there have been those experiences, I think, kind of capture some real critical incidents where I had to really adjust and be flexible in my own sense of identity and who I was, and be able to adapt to the situation and circumstances that I faced. I could write a book on this, but this is an interview and you have other questions.

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**I:** *That's great. I think that those are three areas that you described that are really very pertinent. Please describe your organizational leadership strengths as an individual; a racial or ethnic minority person.*

**CS:** My organizational leadership strengths. You know, I think because I had both experiences as I was going through elementary school and having both extremes, I think I was able to develop over time the ability to relate to people from all different types of backgrounds. I think my sensitivity to differences has helped me in my leadership abilities. To be able to work with all different types of individuals and do it successfully has, I think, been a real strength. In terms of organizational skills, I was very involved through being an active participant in lots of clubs and organizations both in college, and once I graduated, with the association and with community groups. That involvement enabled me to develop some leadership skills that enabled me to be very organized in goal setting, visionary, and the extent that I've been able to plan and develop a plan and then work the plan. And so, having a sense of planning and development skills has helped me. Also by having my PhD in ed[ucation] policy, planning, and administration, it helped because I have theoretical background to lead in an organizational sense, particularly in an educational setting . . .

**I:** *Now do you separate out your leadership strengths as an individual from those of being racial[ly] or ethnically diverse? I mean, in my mind, I feel it's one and the same.*

**CS:** Do I separate out my leadership strengths as an individual . . . ?

**I:** *See yourself as an individual, maybe how being a minority, or having ethnic diversity, how has that strengthened you, do you think?*

**CS:** I'm not sure I understand the question.

**I:** *Well, they are asking in terms of describing your organizational leadership strengths as a racial or ethnic minority person.*

**CS:** Um, well, let me try to answer the question, I'm not sure I clearly understand it. I have not viewed my role as a racial minority in an individualistic sense. I have always perceived my role as one team, as a team player, and so I don't think individualistically; I think holistically. I think that the value of leadership as I appreciate it is where one can be a part of a team, work as a team. So I do a lot of team building with my staff where I currently work as dean of Student Life. I rely heavily on the team, not so much on my individual skills, abilities. I think that I'm most effective when I can get individuals to come together as a group, each having their strengths and weaknesses, and try to recognize who has a strength here, who has a weakness here. I think that the strongest chain is one where we're all connected and we work together. I don't look at my approach from an individualistic standpoint. That might be cultural, to the extent that I believe that we truly are a village, and it takes

a lot of us to accomplish any one objective. So I would say that, in regards to that question, coming from a perspective of team, not individualistic approaches and theory.

**I:** *Well, thank you for clarifying that. Describe what brought you into (how you got involved in) the counseling field and AMCD [Association for Multicultural Counseling and Development].*

**CS:** Well, once I graduated from college, I started my first professional job as a teacher in Columbus, Ohio, at Southmore [Middle School]. In that role, I was the first African American, well, I was the only African American male teacher on the staff. The student body was 50% Black and 50% White. In that role of teaching (I was a history teacher; I taught history, civics, social studies), I found myself spending 2 hours every night after school counseling students. You know, when you have such a large population of people of color in the school system or in a school and there are no staff who look like you as a student, you often become a role model. You often become someone the students admire and look up to, and I loved what I did, and so I was finding myself counseling when I wasn't a counselor. It was through that experience that I made a decision that I should go back and get a master's degree in counseling, because kids were coming to me and presenting all kinds of issues, and I felt uncomfortable trying to address those issues without the expertise. So after that year, I filled out an application to University of Dayton, and got a fellowship. And off to Dayton I went and got my master's degree in counseling. And that's how I got involved with the counseling field. As far as AMCD is concerned, while a graduate student at the University of Dayton, I was invited by one of my mentors who had a master's degree in counseling, to attend the APGA conference. It was called the American Personnel and Guidance Association, back in 1972. He encouraged me also to do a presentation along with some other graduate students at the conference, and we wrote a program proposal that was accepted for a preconference workshop for the ANWC—Association for Non-White Concerns [in Personnel and] Guidance . . . it wasn't an official division of the organization, it was an interest group, but our proposal got approved and off to Chicago I went. When I got to Chicago, I met Sam Johnson and Queen Fowler there, and Gloria Smith, and they were in the process of chartering the Association for Non-White Concerns, which later became the Association for Multicultural Counseling and Development. By fate, chance, I became a charter member by being at that conference, and the rest is history. I've been active and a member for the last 30 years. So that's how I got involved.

**I:** *Describe your involvement with AMCD (various offices, responsibilities, voluntary contributions).*

**CS:** Well, being a charter member and getting involved at the beginning, one of [the] tasks that we had when we left that convention in Chicago, in

1972 after the organization was chartered, Sam Johnson, the founder and first president, tasked us to going to wherever we were going and organizing at the local level. So I graduated from graduate school, took a job in Maryland at Bowie State University in Bowie, Maryland, and while there as a counselor and then later an assistant to the dean, I organized the state division—the Maryland state division of the Association for Multicultural Counseling and Development. Of course, it was Maryland Association for Non-White Concerns at that time, which we later changed the name to the Maryland Association for Multicultural Counseling and Development. And I was part of the effort to change the name of the Maryland association. We were the first state division to change the name, which led to the national changing of the name. This happened back in 1985. We had changed the name before the national [association] changed the name, and I think it was because of our efforts that really inspired many other members throughout the country to consider the name change. I just happened to be the By-Laws [Committee] chair when all that happened on the national level, but I also served on the Executive Council early on back in 1974, when Bob Clayton was the president of the association . . . Because I was in Washington, DC, and because I'm a political activist, I got involved in government relations and I was the first Government Relations chair for AMCD. I also went on to become the chair of Government Relations for ACA [American Counseling Association], and I also was the chair at the state level. I spent about 10 years lobbying on Capitol Hill, testifying before Congress on issues of minority concerns, counseling issues, mental health issues; that's just some of the involvement. Later on, I became president of the association, in 1991-'92—that was my year of presidency. So that's some of it, there's quite a bit of other things. I was AMCD rep to the Governing Council for 3 years, and served in that capacity as parliamentarian for AMCD, parliamentarian for ACA . . . chair of the past presidents' council . . .

**I:** *What were the accomplishments of your AMCD presidency?*

**CS:** Well, I was president of AMCD 1991–1992. I followed in the footsteps of one of my mentors, one of my great leaders, Tom Parham. Tom was my president, I was his president-elect. I was kind of sandwiched between two giants in AMCD; Tom Parham, I became president, and my president-elect was Quincy Moore. So I had the best of both worlds; a great person on one end, and a great person on the other end. While I was president, I had a great team again. One of the first things I did was to establish through my leadership team Project 4,000, which was a continuation of Tom Parham's effort to increase membership. We had as a goal to reach the 4,000 membership level, and we had a campaign where we encouraged each member, "Each one reach one." Each member was tasked with going out and signing somebody up. I'm happy to say at the end of my administration, 1992, we reached the 4,000 level, which is the highest level we've ever had in the association. I'm very excited about our leadership effort to increase membership. Another thing that during my administration . . . it



was the 20th anniversary of the association, so we had the first formal anniversary program during the convention in Baltimore, Maryland, back in 1992, in March of '92. And that was a very festive occasion. At that convention, we had a special tribute to the founder, Sam Johnson. We did a videotape on Sam, and Sam had a special anniversary celebration and program. We also had during that conference a Multicultural Summit Town Meeting, which was chaired by Morris Jackson. We brought together experts from Hispanic, Latino, Asian community, from the Native American community, from the African American community, to talk about issues and concerns of diverse constituent groups that make up AMCD. I published a book through ACA called *Helping Homeless People*, which was published January 1992 during my year. This was a book to address the [counseling] issues and concerns of [the] homeless population. Also during my administration, one of the things that I was very, very proud of was, I was serving the year prior to that on the Governing Council of ACA, and as a representative from AMCD, I was able to get the association or [American] Counseling Association to amend its membership application to have a section entitled the Human Concerns Fund. And through my role with the Human Rights Committee, because I also chaired on the Human Rights Committee at that time, we were able to get the membership application changed so that people could make contributions to human concerns issues. It might be a food bank, it might be a homeless shelter. You could make a contribution and still [can] on the membership application today. Each year we would go to the convention city and make a contribution from . . . funds that were collected to one of these social service, human concerns agencies. Like I said, maybe an AIDS clinic. I don't know what they're making it to here, but they are making a contribution from that pool of monies to some group that is trying to reduce human suffering. So that was one of the things; there were two things that I also did that I want to note. One is, we set up a task force of Black male achievement and my president-elect, Quincy Moore, agreed to chair that, to look at the issues facing Black males and their underachievement in many respects in education. And the other thing is, we passed a resolution from ACA on promoting multicultural education throughout the country and schools, in school systems throughout the country. And finally, we set up during that administration—we established—the Washington State chapter. They received their charter, and Bernal Baca was the chief, the leader in Washington who helped us get the charter that year for the state of Washington. Last but not least is, during my administration, we held the first cultural awareness study tour sponsored exclusively by AMCD, and we organized a trip for 2 weeks to West Africa. We studied two countries, Senegal and Gambia. Why those countries? Because we had an Anglophone country in Gambia, which was a former British colony, and you had a Francophone country in Senegal, which formed a French colony. What we wanted to do was look at their education system and look at their counseling systems, to make a comparison. Here's the comparative education piece coming out that was my specialty in my PhD program at the

University of Maryland. So that trip was a major milestone in the association taking a lead. We took 60 educators from all over this country; we went there and had a tremendous cultural learning experience. There were people who we arranged . . . to visit with indigenous people in their homes. We held 2 conference days—a conference day in Senegal, and a conference day in Gambia—where we had both American presenters and presenters from the indigenous countries to present on panels. We were made honorary citizens of the city of Banjul, the capital of Gambia. We went to the village, out into the countryside in the villages, and we witnessed wrestling matches, and we witnessed some of our members renewing their wedding vows in the African tradition. It was a phenomenal trip. We took the trip up the Gambia River on a boat. We also went to the slave fort, Gorée Island—very moving experience for a lot of folks. The significant thing about our group was that the group was so diverse. It was not a group of African Americans going to West Africa. We had Jewish, we had Hispanic, we had African Americans, White, even our president, Lee Richmond, accompanied us on the trip. So it was very moving and the wealth of experience of that trip was just phenomenal . . . Some of the members wrote articles for the *Guidepost* [now *Counseling Today*]. Did I mention the renewing of the wedding vows? . . . We went to Joufrey and we met with Bentakootay, who is the oldest surviving member of the Kentakootay family [names as understood from the audiotape]. We met in the village with the chief and when we met with her, she was the oldest matriarch living . . . That was where Alex nearly traced his ancestry back to Joufrey in that village. I have pictures today that I continually pull out to reflect back on that experience because it was a great experience in the counseling profession. Then just this year, Victor Bibbins took a group to South Africa to kind of do a similar thing. But that was during my administration.

**I:** *How were your participants chosen? Or did they apply to come? Or out of interest?*

**CS:** We sent out this brochure announcing the trip a year in advance, organized a year in advance when I was president-elect, and then we sent it out and people paid a down payment. We had a payment plan, and it was so well organized, not so much by me, but I had a good team again. The team put that together and it was a great effort. It was a very diverse group of folks who put that together. We hired a travel agent to assist us and off we went!

**I:** *That's phenomenal, that's amazing. Do you have plans of going again?*

**CS:** I don't know. I spent the summer in Africa prior to going on this trip, which, when I think back in terms of experiences—multicultural experiences—that summer in West Africa helped me conceptualize doing this one. I became president. I made some contacts when I [went] over there. I was on a Fulbright study experience to West Africa. During that time, I went to the countries of Sierra Leone, Togo, Benin, and Côte d'Ivoire; I just roamed West Africa for the summer. That experience was phenomenal.

**I:** *Wow. It's hard to move on.*

**CS:** Yeah, that's probably, that's a high point in my involvement in AMCD.

**I:** *I can imagine, and to be able to share that with other people, it's sentimental. Share your perspectives on what happened historically during your administration as AMCD president.*

**CS:** It's kind of, that question's a little redundant. Historically, we were the first multicultural study tour. During my presidency, I promoted a theme of building societal excellence through valuing diversity. The theme for ACA that year was building societal excellence, and so I said, "How can you build societal excellence without valuing diversity?" So if we just amend that theme slightly, maybe we can get some folks to recognize that we can truly build societal excellence if we appreciate diversity, value it. So I would say that another historical thing . . . The convention was in Baltimore—had a number of activities that have been pretty much a measuring stick for other activities. The Multicultural Summit was a big program and the anniversary program. We didn't traditionally have a formal anniversary program until that conference, and so once we did a very elaborate form of program, it helped us to put the blueprint together for this year's 30th anniversary . . . I think that the Human Concerns Fund is a big thing that impacted the association, the larger association, ACA, by setting up that program. And then again, reaching the highest membership that we've ever had. We also expanded the journal. We brought on during my administration in '92 Fred Harper to be the journal editor for the *Journal of Multicultural Counseling and Development*. The first thing he did that year was to increase the size of the journal, so that we could have more articles. We put a binder on it. We changed the binder to a square binder, which gave it a more professional look. That's all I can think of right now.

**I:** *What do you, at present, think about AMCD and its progress and development?*

**CS:** I think that it is more diverse now and it affords an opportunity for representatives from a number of diverse groups to participate in the leadership of the organization. We have, this year, an Asian president. We have, in July, a Native American president taking over. The following year we will have a Hispanic president take over. So it's truly an organization that embraced multiculturalism leadership and [tried] to foster inclusion at every turn. I think that's commendable. What I am a little concerned about is that we need to do more to increase the membership. The membership has not gone up significantly; as a matter of fact, it went down for a period of time. We have got to look at ways to increase membership and try to determine why the membership has not increased significantly in recent years. Because when I was president, Tom Parham, we were on a roll, but I don't know what happened there. At one point not just AMCD, but ACA, had some tough financial issues and dues were increased . . . and I think that may have impacted membership to a certain extent. And then . . . you have all these

divisions and some of them left to do their own things, so to speak. I don't know whether a lot of our members went with the groups that went their own way. So I don't know, we probably need to look at that and see how we can address increasing membership.

**I:** *What direction do you think AMCD should be going? Do you agree or disagree with its current directions?*

**CS:** I agree with its current directions of fostering more inclusion, and it is a redundant question. Again, I think we need to get a handle on the membership issue, but I also would like to say we've got to do more to grow our own more mentoring kinds of activities, more efforts to involve more people in the business of the association. I think that we have a great model, but I think we have to improve on getting the message out about what the organization is all about and again, develop leaders, more training. We may even look at doing a conference separate from ACA's conference so we can devote all of our energies and time to defining our mission, or role, and communicating that to the membership. And identifying—you know, sometimes when you [are] kind of going away and separate and focus on who you are, what you are, what you want to do, and how you are going to get there, your energies are not divided with other political issues. It may be something we have to do—separate ourselves and get our act together. And I don't know we can do that just at an annual [conference] . . . We're not as large an organization—we probably need to pull everybody together. That may be something that we need to really look at in the future.

**I:** *Describe AMCD's progress with regard to its multicultural organizational development.*

**CS:** Again, we have, I think, developed a model where we have a vice president structure for each of the [five] major groups: European American, African American, Asian American, Hispanic/Latino . . . Native American . . . We have created a model for there to be representation on the Executive Council, on the decision-making body for the association. We didn't have that model fully in effect. It was in our bylaws, but we didn't create that. We didn't get the other constituent groups actively involved until about 10 years ago. It's really coming along now. I think that we have to do more with developing that, cultivating that within those groups, making sure that we continue to get folks engaged and participating in the leadership of the organization. I think that's one thing we have to do. I think we have to continue to work on the multicultural competencies, standards. I think we need to move forward with that effort to improve the professional status of the organization. I think we have to continue to do more leadership training, and getting members involved in leadership, taking an active role. And lastly, I'll say we probably need to improve our election procedures because we don't have, I think, a representative percentage of the members voting in the elections. So I think we need to look at that and see how we can empower folks to engage in that

process, encourage folks to engage in that process as well. We need to develop a strategic plan for taking us from where we are now to where we want to go. We may need to review our vision, which is a part of the strategic planning process, and better clarify what it is that we stand for and what it is that we should stand for and how we are going to communicate that to membership. I've talked too much.

**I:** *Well, it's been wonderful. I just want to go back and quickly look—was there anything that I didn't ask that maybe you want to tell me?*

**CS:** You know . . . I am no longer directly involved with counseling—I'm an administrator now—but I'm indirectly involved. My role now, I'm dean of Student Life at a large, urban community college. I have the most diverse student population in the state of Pennsylvania, approximately 40,000 students at the community college in Philadelphia. One main campus and three regional campus[es] throughout the city of Philadelphia. We are the only community college in Philadelphia. The diversity that's reflected in the student body is phenomenal . . . This involvement that I've had with AMCD over the years helped me to have a sensitivity and appreciation for the strengths that each of our students bring[s] to our campus. We're an urban campus; we're right in the city. My job today doesn't afford me the opportunity to do the kind of counseling that I used to do.

**I:** *So you don't spend 2 hours every day after school now?*

**CS:** I still spend time after school on special occasions, but I have 30 full-time counselors. I have the largest counseling center in the state in higher education at my campus. And these are full-time counselors who have faculty rank. I am very proud of that, and I keep fighting to get more—trying to get up to 31 in July. Because I think that for the population we serve, they can only benefit from a multitude of counselors, and so I'm constantly fighting the administration and the faculty and the president and so forth to make sure they, when they start talking about cutting positions, don't look at the counselors. One of the things we're trying to do is make sure we're doing an effective job of evaluation of counselors and documenting our effectiveness. Every day I come in I have no idea what my agenda is. I make an agenda, but my agenda can change in 5 minutes.