

## Implications for Practice

The paper that I am writing targets practice, so I now look for a few articles that might have ideas related to practice implications specifically.

Social justice is considered an emerging area in psychology, generally, and in career practice, specifically.

As a result, professional training has typically not placed adequate focus on enhancing the competency of practitioners to address systemic-level change or the expanded roles of advocate, social activist, and consultant (Arthur & Collins, 2005a; Toporek & Williams, 2006).

Fassinger and Gallor (2006) suggested that we expand our traditional models from *scientist-practitioner* to *scientist-practitioner-advocate* to emphasize the inclusion of training for social justice roles and that emphasis be placed on both preservice and continued professional development training.

As I add the two points here, I realize that I might want to cluster them under one larger key point, so nest them under the key point I am thinking of. I don't have a reference for that point yet, but I will keep my eyes open as I read.

I also want to address the links between social justice and multicultural counselling. So I create a new heading for that topic, and I add an introductory sentence based on what I already know. I will look for supporting points as I read further.

### **Relationship to Multicultural Counselling and Diversity**

Recent writing in the area of multicultural counselling has encouraged practitioners to attend to both the influence of culture on identity and healthy development and the impact of systemic racism, sexism, heterosexism, ableism, and other forms of oppression.

As a result, sets of multicultural counselling competencies have emerged to provide guidance to practitioners in working with members of nondominant groups (Arredondo et al., 1996; Collins & Arthur, 2005; Hanson et al., 2000; Sue et al., 1982; Sue et al., 1992).

This idea from some of my earlier writing might be useful. I reword it so as not to plagiarize my own work, and I cite myself and the other articles I read at that point.