**Reciprocal Supervision Agreement**

It is critical that we recognize the importance of safety and respect as we develop multicultural competence and growth as practitioners, and we agree to the following:

1. Supervision is a collaborative process.

2. Fostering a reciprocal relationship is crucial to creating a supported growth and higher-level thinking about issues surrounding diversity.

3. Discussing diversity can be challenging but is a necessary aspect of supervision.

4. Evaluation is an aspect of supervision, and it creates an intrinsic power differential in the supervisory

relationship. This needs to be negotiated in order to foster a working supervisory alliance.

5. The differences in beliefs we may have will not be used as a basis for negative evaluations. Communicating in an open and honest manner is valued and is a basis for evaluation of competencies.

In my capacity as supervisor, I will:

• Strive to create a safe and inviting atmosphere where learning and growth can occur.

• Take responsibility for initiating discussions of multicultural and diversity issues in supervision.

• Facilitate collaborative dialogues regarding cultural differences with my supervisee. As a supervisor, it is my responsibility to be aware of my cultural lens and myself as a cultural being and to be aware of how this impacts my supervisory and communication style. In order to create a healthy working alliance, I will make necessary adjustments to meet the needs of my supervisee.

• Acknowledge, accept, and celebrate differences between my supervisee’s and my beliefs, and cultures.

• Manage supervisory material in a confidential manner

* Abstain from making assumptions and will take the time to gage my supervisee’s multicultural knowledge and skills and provide manageable challenges to encourage growth and development.

• Model interpersonal skills and characteristics that are crucial to professional development such as respectful interactions, straightforward communication, honesty, collaboration, and openness to feedback.

• Provide systemic, routine feedback and encourage reciprocal feedback.

In my capacity as a supervisee, I will:

• Commit to growing and developing and an ethical professional.

• Accept that the process of supervision can be challenging or uncomfortable.

• Take risks regarding my cultural awareness and skills in supervision.

• Be openminded to my supervisor’s assistance in identifying my own cultural awareness and possible blind spots.

• Work to help my supervisor see their blind spots.

• Acknowledge and accept differences between my supervisor’s and my beliefs.

• Share my own unique knowledge and expertise with my supervisor.

We recognize that evaluation is an inherent aspect of supervision. The purpose of evaluation is to provide feedback to aid in the development of ability, knowledge, and skills. While differences in beliefs will not be used in evaluation, competence and ethical practice will be kept in mind throughout supervision. Through this reciprocal supervision process, both the supervisor and the supervisee can benefit and grow as people and as multiculturally competent practitioners.

Supervisor \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date\_\_\_\_\_\_

Supervisee\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_