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- Normality as Ideal Mental Health
- Abnormality as the Presence of Certain Behaviors
- Curriculum and Training Deficiencies

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- Pathology and Persons of Color
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The Need to Treat Social Problems—Social Justice Counseling

- Principle 1: A Failure to Develop a Balanced Perspective Between Person and System Focus Can Result in False Attribution of the Problem
- Principle 2: A Failure to Develop a Balanced Perspective Between Person and System Focus Can Result in an Ineffective and Inaccurate Treatment Plan Potentially Harmful to the Client
- Principle 3: When the Client Is an Organization or a Larger System and Not an Individual, a Major Paradigm Shift Is Required to Attain a True Understanding of Problem and Solution Identification
- Principle 4: Organizations Are Microcosms of the Wider Society From Which They Originate; As a Result, They Are Likely to Be Reflections of the Monocultural Values and Practices of the Larger Culture
- Principle 5: Organizations Are Powerful Entities That Inevitably Resist Change and Possess Many Ways to Force Compliance Among Workers; Going against the Policies, Practices, and Procedures of the Institution, for Example, Can Bring About Major Punitive Actions
- Principle 6: When Multicultural Organizational Development Is Required, Alternative Helping Roles That Emphasize Systems Intervention and Advocacy Skills Must Be Part of the Repertoire of the Mental Health Professional
- Principle 7: Although Remediation Will Always Be Needed, Prevention Is Better

Social Justice Counseling

- Advocacy for Organizational Change
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