



The North Carolina School Counselor Association

The North Carolina School Counselor Association joins with the American School Counselor Association in calling for action to end racism and violence against people of color, especially Black individuals in this country. We also urge nonviolent, peaceful approaches that maintain both peoples' safety and First Amendment rights. The recent deaths of Ahmaud Arbery, Breonna Taylor, and George Floyd are horrendous and our hearts are heavy as we process their unnecessary deaths.

We *must* stop this and we each have a role in doing so. School counselors are trained to be intentional in eliminating systemic barriers that impede students' ability to reach their fullest potential. To that end, one of NCSCA's Core Beliefs is that *"all students deserve to benefit from school counselors who are agents of social justice, interrupting bias when observed."* Additionally, Standard 2 of the North Carolina School Counseling Standards encourages the need for school counselors to adapt their comprehensive programs to engage and support all students regardless of race, creed, gender, sex, religion, and socioeconomic status.

As training is offered on multicultural competence in the coming months, we will continue to connect our membership to these resources so that we can all reflect on our own racial and cultural biases as we work to become more culturally competent. In the meantime, NC school counselors and other educators can proactively help students and staff in the following ways:

- Explore our personal beliefs, attitudes and knowledge about working with diverse student populations
- Ensure each student has access to a school counseling program that advocates for all students in diverse cultural groups
- Address the impact that poverty and social class has on student achievement
- Speak up when we see someone saying or acting harmfully towards others; name it as racism when it is.
- Identify the impact of family culture upon student performance

- Use data to close the gap among diverse student populations
- Practice culturally sensitive advising and counseling
- Ensure all students' rights are respected and all students' needs are met
- Consult and collaborate with stakeholders to create a school climate that welcomes and appreciates the strengths and gifts of culturally diverse students
- Enhance our own cultural competence and facilitate the cultural awareness, knowledge and skills of all school personnel
- Promote the development of school policies leading to equitable treatment of all students and opposing school policies hindering equitable treatment of any student
- Create an environment that encourages any student or group to feel comfortable to come forward with problems

NCSCA challenges school counselors to dig deep to identify and examine their own racial and cultural biases with the intent to become more culturally competent so that we are prepared to have the hard conversations with administrators, teachers, parents, students, and community entities. This is our call to action and we must be prepared. Our children are depending on it.

Resources:

- [North Carolina School Counseling Standards](#)
- [ASCA Board of Directors & Staff Statement](#)
- ASCA Position Statements: [Equity for All Students](#) & [Cultural Diversity](#)
- [ASCA Standards in Practice - Eliminating Racism & Bias in Schools: The School Counselor's Role](#)
- [ASCA Race & Equity Resources](#)
- [ASCA New Initiatives & Programs](#)
- [Next Steps for School Counselors](#) by Derek Francis, Manager of Counseling Services, Minneapolis Public Schools
- [AMCD's Multicultural & Social Justice Counseling Competencies](#)