

Ethnic-Sensitive Inventory (ESI; Ho 1991, reproduced with permission)

Here are some statements made by some practitioners with ethnic minority clients. How often do you feel this way when you work with ethnic minority clients? Every statement should be answered by circling one number ranging from 5 (always) to 4 (frequently), 3 (occasionally), 2 (seldom), and 1 (never).

In working with ethnic minority clients, I . . .

- A. Realize that my own ethnic and class background may influence my effectiveness.
- B. Make an effort to ensure privacy and/or anonymity.
- C. Am aware of the systematic sources (racism, poverty, and prejudice) of their problems.
- D. Am against speedy contracting unless initiated by them.
- E. Assist them to understand whether the problem is of an individual or a collective nature.
- F. Am able to engage them in identifying major progress that has taken place.
- G. Consider it an obligation to familiarize myself with their culture, history, and other ethnically related responses to problems.

- H. Am able to understand and “tune in” the meaning of their ethnic dispositions, behaviors, and experiences.
- I. Can identify the links between systematic problems and individual concerns.
- J. Am against highly focused efforts to suggest behavioral change or introspection.
- K. Am aware that some techniques are too threatening to them.
- L. Am able at the termination phase to help them consider alternative sources of support.
- M. Am sensitive to their fear of racist or prejudiced orientations.
- N. Am able to move slowly in the effort to actively “reach for feelings.”
- O. Consider the implications of what is being suggested in relation to each client’s ethnic reality (unique dispositions, behaviors, and experiences).
- P. Clearly delineate agency functions and respectfully inform clients of my professional expectations of them.
- Q. Am aware that lack of progress may be related to ethnicity.
- R. Am able to understand that the worker–client relationship may last a long time.
- S. Am able to explain clearly the nature of the interview.
- T. Am respectful of their definition of the problem to be solved.
- U. Am able to specify the problem in practical, concrete terms.
- V. Am sensitive to treatment goals consonant to their culture.
- W. Am able to mobilize social and extended family networks.
- X. Am sensitive to the client’s premature termination of service.

Scoring: The 24 items include four items for each of six treatment phases of client–counselor interaction. The sum of the numbers circled for each item relating to a treatment phase is the score for that phase. The scoring grid is given below.

| Scoring Grid for ESI | |
|-----------------------------|---------------------------------|
| Process Phase | Items |
| Precontact | A _____ G _____ M _____ S _____ |
| Problem Identification | B _____ H _____ N _____ T _____ |
| Problem Specification | C _____ I _____ O _____ U _____ |
| Mutual Goal Formulation | D _____ J _____ P _____ V _____ |
| Problem Solving | E _____ K _____ Q _____ W _____ |
| Termination | F _____ L _____ R _____ X _____ |

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