

## ADDRESSING Model Framework and Overview

Cultural characteristic	Power	Less power
<b>Age and Generational Influences</b>	Adults	Children, adolescents, elders
<b>Developmental Disability</b>	Temporarily able-bodied	<i>Individuals</i> with disabilities
<b>Disability Acquired Later in Life</b>	Temporarily able-bodied	<i>Individuals</i> with disabilities (e.g., multiple sclerosis or dementia caused by stroke)
<b>Religion and Spiritual Orientation</b>	Christians	<i>non-Christian</i>
<b>Ethnicity/Race Identity</b>	White or Caucasian	<i>Persons of color</i>
<b>Socioeconomic Status</b>	Owning & Middle Class (access to higher ed.)	People of lower status because of occupation, education, income, or rural habitat
<b>Sexual Orientation</b>	Heterosexuals	Gay, lesbians, and bisexual people
<b>Indigenous Heritage</b>	Non-native	Native
<b>National Origin</b>	U.S. born	Immigrants, refugees, and international students
<b>Gender</b>	Male	Women, transgender, and intersex people

Hays, P. A. (2001). Addressing Cultural Complexities in Practice: A Framework for Clinicians and Counselors. Washington, D. C.: American Psychological Association.

*\*Please note: The influences and examples of corresponding minority groups provided within the A.D.D.R.E.S.S.I.N.G. model are applicable within United States and Canada.*