

Exploration of multicultural counseling services to support adolescents' cultural awareness in schools

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Abstract

Cultural awareness in schools is increasingly important in the face of the impact of globalization, especially in promoting an understanding of homogenization, national culture and the influence of consumerism. The ability to adapt in diverse cultural contexts is a key skill in the current era of globalization, where this phenomenon is changing our interactions, work and lifestyles. Multicultural awareness is key to understanding, appreciating and responding to cultural diversity in various contexts, as well as being the foundation for developing inclusive attitudes and improving the quality of interactions between individuals in schools. This study used a systematic literature review to find multicultural counseling services that increase cultural awareness in adolescents. The study followed three stages of the Preferred Reporting Items for Systematic Reviews and Meta-Analysis (PRISMA): identification of the records, screening for possible eligibility, and inclusion of the studies. The results of this study show that the implementation and development of cultural awareness in multicultural counseling services is an important step to create an inclusive educational environment for students from various cultural backgrounds. Multicultural counseling strategies involve a holistic approach to promote understanding and appreciation of cultural diversity. Training counselors in cultural awareness is also important to increase the effectiveness of counseling services. Future research is expected to explore more deeply the role of counselors' cultural awareness in improving interactions with students from different cultural backgrounds and its impact on service quality and student outcomes.

Keywords: *multicultural counseling, cultural awareness, service exploration, PRISMA.*



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Introduction

Humans are social creatures who are naturally connected to their environment. Interactions between individuals are the basis of human existence and development (Mahdayeni et al., 2019; 2 et al., 2022). However, in the process of these interactions, we are often faced with complex cultural diversity. This diversity includes everything from traditions, beliefs, values, to norms that differ among various human groups. In addressing this diversity, it is important for each individual to have a deep understanding of multicultural aspects (Kassan & Sinacore, 2016). The results of Couture (2021) research show that adolescents experience a variety of emotions and thoughts related to cultural differences. These include significant levels of anxiety before facing new experiences, considerations that could potentially lead to judgment, experiences of feeling accepted by the communities they visit, and an understanding that minority groups actually have something in common and normal with themselves. Differences in culture can be reflected in one's emotional responses, thought processes and perceptions of different groups or communities. Cultural differences can affect how one responds to, interacts with and understands individuals from different cultural backgrounds. Multicultural teenagers often feel a lot of stress due to language problems, disagreements between their parents and friends, and unfair treatment at school (Kim et al., 2022).

The ethnic composition in Indonesia is very diverse as the country has hundreds of different tribes and cultures. This cultural diversity has great potential to influence the development of various individual problems. Adolescents, as individuals who are in the process of growing towards maturity or independence, constantly interact within their social environment (Khusumadewi et al., 2017). Cultural diversity in schools is increasing along with social mobility, globalization, and wider interactions between community groups. Adolescents, in this case students who come from different cultural backgrounds bring unique identities, which include language, values, beliefs, and habits that distinguish one from another (Fitrotulloh et al., 2024; Hapsah et al., 2024). Adolescents growing up in a multicultural society interact with various worldviews, perspectives, and lifestyles every day (Schwarzenthal et al., 2020).

Lack of cultural awareness among adolescents can lead to various problems in the learning environment. Ignorance or miscommunication regarding different values, customs or worldviews can lead to stereotyping, prejudice and even conflict between students. When adolescents do not have sufficient understanding of the cultural diversity around them, they tend to form unfounded and sometimes erroneous opinions about other groups, which can hinder their ability to work together harmoniously and appreciate differences (Diswantika et al., 2022; Sipuan et al., 2022). The cultural diversity that exists has a significant impact on the development of various individual challenges. Students, as individuals who are in the process of “becoming” or towards maturity and independence, continue to interact within their social environment. However, to achieve this maturity, students need guidance as they generally still have a limited understanding of themselves and the social world around them. Their experience in determining the direction of their lives is still minimal. In addition, it is important to realize that students' developmental journey does not always run smoothly or problem-free. In other words, the process does not always go smoothly or in accordance with their potential, expectations and values. A lack of cultural awareness among students can complicate this process, creating barriers to building self-understanding and healthy social relationships in diverse environments (Khusumadewi et al., 2017).

These differences can lead to disputes between individuals or groups. Lack of understanding, stereotypes, or even prejudice towards other cultures or backgrounds can lead to tensions that are detrimental to all parties involved (Thahir, 2023). Therefore, one of the most effective strategies to overcome this kind of conflict is to foster cultural awareness among individuals. According to Adekson (2020) cultural awareness helps adolescents develop empathy and understanding towards peers from various backgrounds. This is in line with the opinion of

Ahmad & Amin (2018) who stated that it is very important to understand the concept of culture holistically. Culture does not only include visible things such as language, clothing, and food, but also includes the value system, beliefs, and outlook on life that are an integral part of the identity of a group or individual. By understanding culture, we can better appreciate the uniqueness of each individual and group and strengthen intercultural relationships.

In complex cultural dynamics, individuals often have to adapt to different environments. This adaptation process involves adjusting to social norms, values and other demands that may differ from the individual's home culture. The ability to adapt to different cultures is an important skill in this era of globalization (Efendi & Ibnu Sholeh, 2023; Maitimu et al., 2024; Utami, 2015). In today's globalized world, teenagers often shows traits like being self-centered, fearing missing out (FOMO), ignoring others while on their phones (phubbing), frequently complaining, seeking attention, and having unstable emotions (Yurianto et al., 2023)

According to Jie (2022) it is important to raise cultural awareness in schools to address the impact of globalization. This is particularly pertinent to promoting an understanding of homogenization, national culture, and the influence of consumerism, as emphasized in this study. The ability to adapt in diverse cultural contexts is a very important skill in the current era of globalization. The phenomenon of globalization has changed the way we interact, work and live. In the context of rapidly growing and intensifying cultural exchange, individuals who are adept at adapting to different cultures will enjoy a significant competitive advantage. In an increasingly globalized work environment, the capacity to interact and cooperate with individuals from different cultural backgrounds is a key determinant of professional success. Research Williams & LaTess (2020) reveals that increasing cultural awareness in adolescents can strengthen their relationships with peers of different races or ethnicities.

Moreover, in the current era of globalization, mutual understanding and collaboration among individuals and groups from different cultural backgrounds are becoming increasingly important to promote peace, stability and social progress at the global level. Therefore, the ability to adapt to diverse cultural contexts is not only a desirable skill but also an urgent need in the current era of globalization. It empowers individuals to compete in the global job market, expand their professional networks, identify and capitalize on international business opportunities, and foster constructive and lasting intercultural relationships.

Cultural awareness is the ability to understand, appreciate and respond to cultural diversity in various contexts. It includes the ability to see and appreciate differences, as well as foster harmonious and productive relationships with individuals or groups who have different cultural backgrounds (Zheng & Stewart, 2024). In an educational context, cultural awareness serves as an important foundation for developing inclusive attitudes and improving the quality of interactions between individuals in the school environment (Patimah & Subki, 2022). Broadly speaking, the paradigm of multicultural education is expected to eliminate stereotypes, attitudes, and perspectives that are selfish, individualistic, and exclusive among students (Suarlin et al., 2022). When students embody values like togetherness, tolerance, peace, and respect for diversity, these qualities become deeply ingrained in their character, naturally reflecting in their daily actions and behavior (Suharman et al., 2022). The research conducted by Apundin and Maksum (2022) found a positive and significant relationship between the understanding of multiculturalism and students' character.

Cultural awareness is the ability to recognize and understand the influence of culture on human values and behavior. It implies the importance of considering cultural factors in dealing with certain situations. Furthermore, it fosters inclusivity and equality in learning environments, encouraging appreciation of diversity as a strength (Noperlis, 2024). Cultural pluralism and multiculturalism ideally embody the rejection of bigotry, prejudice, racism, and tribalism, fostering an inclusive embrace of diversity (Najmina, 2018). Fundamentally, cultural awareness provides information that gives meaning to humanity and knowledge about culture. The main principle for understanding cultural awareness is to gather information about culture and process

it to provide a deeper understanding (Wunderle, 2006). Through deeper cultural understanding, effective adaptation and developed cultural awareness, we can pave the way for a more inclusive, harmonious and productive society. Therefore, maximizing multicultural counseling helps address diverse student challenges, fostering their character, independence, life goals, and overall happiness (Hidayat et al., 2019). This study will further discuss the potential of multicultural counseling services as a means to foster cultural awareness among adolescents in a school setting. This research aims to answer research questions consisting of three main aspects, namely how the implementation of multicultural counseling services in supporting students' cultural awareness, how to develop cultural awareness, and what strategies and methods are used in multicultural counseling services. Through this research, it is expected to provide a deeper understanding of how multicultural counseling services can be implemented effectively.

This research is expected to increase adolescents' understanding and appreciation of cultural diversity. Adolescents are expected to be more open to differences, reduce stereotypes, and be able to build positive social relationships with friends from different cultural backgrounds. Future research is also expected to produce practical guidelines for teachers and counselors in implementing multicultural counseling services in schools, so that they can develop evidence-based programs to increase adolescents' cultural awareness. Another hope is to create an inclusive and harmonious school environment, where every adolescent feels accepted regardless of cultural background. In addition, this study is expected to serve as a basis for teachers/counselors in schools to develop adolescents' multicultural skills, including intercultural communication and culturally sensitive problem solving. With these skills, adolescents will be better prepared to face challenges in an increasingly multicultural society, build a more tolerant school community, and support adolescents' psychological well-being.

Method

To find multicultural counseling services that have an impact and role in increasing cultural awareness in students, a systematic literature review was conducted. In the process of selecting articles, researchers followed the three stages of the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) flow chart, namely identification of the records, screening for possibility and eligibility, and inclusion of the studies (Page et al., 2021). A literature search was conducted by the first author on 01 June 2024 in the following five electronic databases relevant to multicultural counseling and cultural awareness: Scopus, SpringerLink, Taylor&FrancisOnline, Cambridge Journals, and IEEE. The search profile consisted of four search keywords, namely: 1) cultural awareness; 2) multicultural counseling; 3) cultural awareness in schools; 4) multicultural counseling competencies. For each construct, several synonyms and related words were used to ensure a broad coverage of the study.

Article selection was based on the following inclusion criteria: 1) published in peer-reviewed journals; 2) written in English and Indonesian; 3) published between 2014 and 2024 and relevant to multicultural counseling and cultural awareness; 4) mention multicultural counseling that affects cultural awareness. If the study did not specifically mention multicultural counseling and cultural awareness then the study was excluded. The selection of articles using the PRISMA method can be seen as follows:

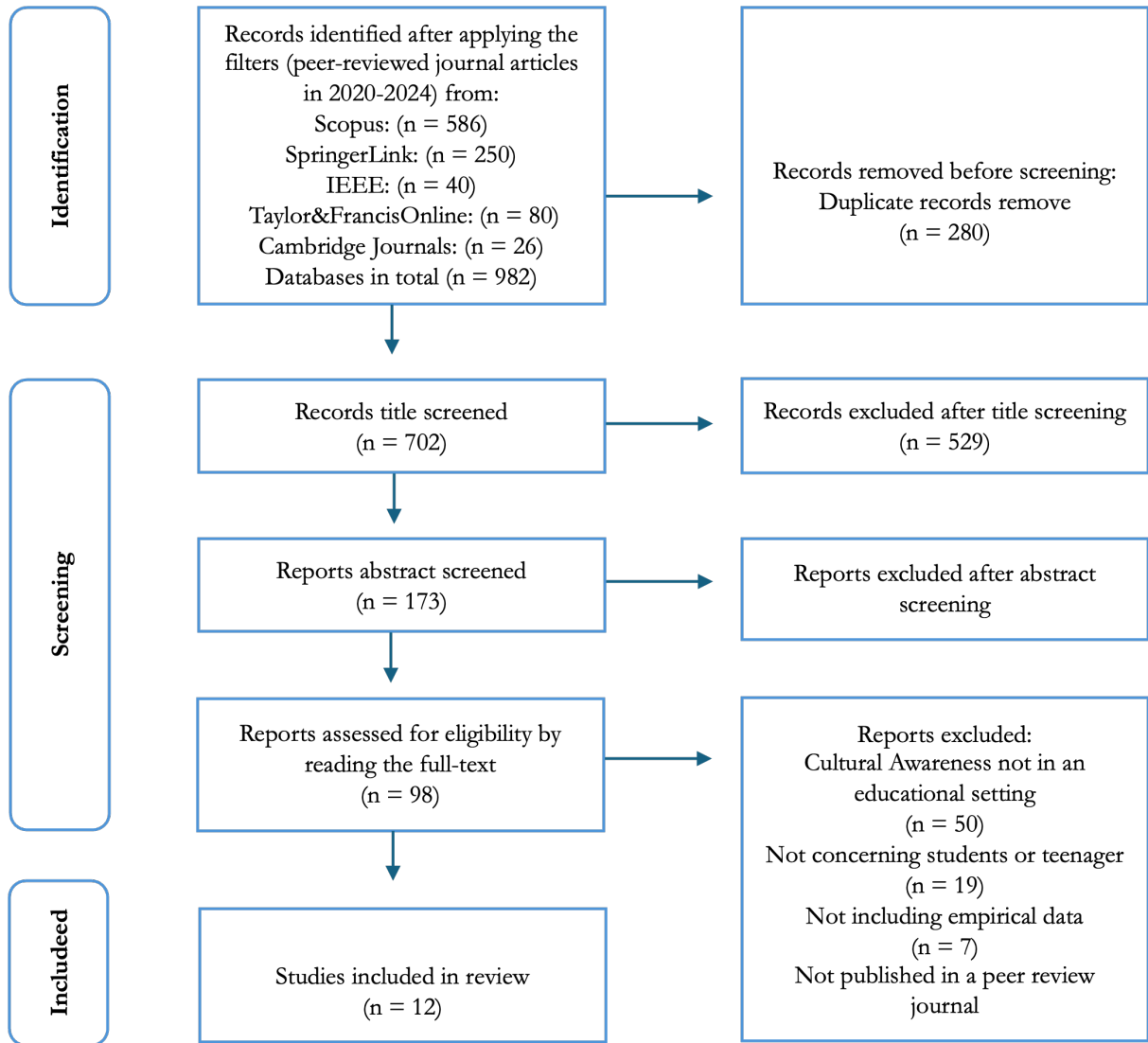


Figure 1. PRISMA FLOW Design

The database search yielded a total of 982 publications. Researchers removed 280 articles because they were duplicates (the same publication was identified by more than one database). Of these duplicates, 256 were detected through the Zotero software program, and another 24 were identified manually by checking the titles of all retrieved articles. This software program was only used to detect possible duplicates, not to remove them. All duplicates were removed manually. After removing duplicates, 702 relevant articles were screened for eligibility based on the inclusion and exclusion criteria mentioned above. The selection process was conducted in three stages, as illustrated in the PRISMA Flow Diagrams in Figure 1.

Findings

Cultural awareness is an important aspect of multicultural counseling. Research shows that developing cultural awareness among students and counselors has a positive impact on a deeper understanding of cultural diversity. This is achieved through various approaches, such as the application of humility, empathy, advocacy, and local culture-based models that encourage a sense of belonging and respect for other cultures. For example, the Indonesian culture-based approach has been shown to increase students' awareness of mistakes in cross-cultural practices and appreciation of the diversity around them. Multicultural counseling models range from the

implementation of multicultural curricula to self-awareness lab-based approaches. These models help improve students' understanding of biases, cultural influences, as well as knowledge construction. In addition, more comprehensive models also prepare students to work with clients from various cultural backgrounds, including those with intersecting identities such as gender and disability. The implementation of this model has proven to be effective in addressing academic and social issues at various levels of education. Thus, counselors play a key role in raising students' cultural awareness. They not only act as facilitators in developing multicultural competence, but also as mentors who provide reflection spaces for students and minority communities to share their experiences. Counselors can use various resources, such as popular magazines and realistic teaching materials to introduce students to the concept of cultural diversity, as well as address biases and strengthen students' emotional and cognitive awareness of culture.

The following is a matrix of relevant research related to multicultural counseling (x) that supports adolescents' cultural awareness (y):

Table 1. Matrix of Research Results of Multicultural Guidance and Counseling Services in Supporting Cultural Awareness

No.	Author Name and Year	Research Title	Research Results
1.	Summers & Nelson (2023)	Multicultural counseling: responding with cultural humility, empathy, and advocacy	Multicultural counseling in the school setting promotes cultural awareness using humility, empathy, and advocacy. It encourages the use of a strengths-based approach that values diversity not only in terms of race and ethnicity.
2.	Yusri et al., (2023)	The Design of Cultural Awareness Development Model Based on Indonesian Culture on Guidance and Counseling Students	The Indonesian-based cultural awareness model improved students' understanding of mistakes in cross-cultural counseling, sense of belonging to their own culture, and respect for other cultures.
3.	Yosef et al., (2022)	School Counsellor's Perception of Multicultural Guidance and Counseling	School counselors consider multicultural guidance to be essential for raising cultural awareness in schools. They emphasize its importance across cognitive, affective, and practical dimensions, benefiting students from diverse backgrounds.
4.	Simon & Hidayat (2022)	Differences in Knowledge and Multicultural Awareness of Prospective Counselor Students of Two Indonesian LPTKs	Efforts to increase cultural awareness in school counseling can focus on increasing students' multicultural self-awareness, knowledge, and skills, as highlighted in a study of prospective counseling students in Indonesia.
5.	Sheridan & Mungai (2021)	Teacher-Student Reflections: A Critical Conversation about Values and Cultural Awareness in Community Development Work,	The implementation of cultural awareness in students is done by providing space for students, practitioners, and members of minority groups to share their insights and experiences.

No.	Author Name and Year	Research Title	Research Results
		and Implications for Teaching and Practice	
6.	Lestari & Izzaty (2020)	Comprehensive Guidance and Counseling Programs in Developing Student Talent	A comprehensive guidance and counseling program increases cultural awareness in schools by preparing students to help diverse clients, including those with intersecting identities such as gender and disability.
7.	Allan & Liu (2020)	Comprehensive Multicultural Curriculum: Self-Awareness as Process	This study discusses a comprehensive multicultural curriculum that incorporates a self-awareness laboratory to enhance students' cultural awareness, which can be beneficial for enhancing cultural awareness in school counseling.
8.	Wilson et al., (2019)	Facilitating Application of the Multicultural Counseling Competencies	Facilitating the implementation of Multicultural Counseling Competencies can increase cultural awareness in the school environment by emphasizing awareness, knowledge, and skills for diverse populations.
9.	Nurmalasari & Widiyanti (2018)	A Multicultural Guidance and Counseling Model for Overcoming Academic and Social Problems of Students of Religious Universities	The multicultural counseling model in Islamic colleges effectively addresses academic and social issues, increasing cultural awareness among students through tailored guidance and counseling interventions.
10.	Merlin (2017)	School Counselors and Multicultural Education: Applying the Five Dimensions.	Counselors can increase students' cultural awareness through popular magazines, by teaching bias in knowledge, presenting realistic images of various cultures, and using diverse learning resources in guidance lessons.
11.	Lu (2017)	Multicultural Counseling Knowledge and Awareness Scale: Re-Exploration and Refinement	This study refined the Multicultural Counseling Knowledge and Awareness Scale (MCKAS) to increase cultural awareness in the counseling field, offering implications for training, practice, and future research.
12.	Rodriguez & Lamm (2016)	Identifying Student Cultural Awareness and Perceptions of Different Cultures.	To increase students' cultural awareness, educators need to integrate cultural diversity education into their curriculum.

For qualitative research, findings resulted by the interview, observation, text interpretation, or others should substantially be presented in a condensed substantial reports. Therefore, some substantial findings can be resented in tables, diagrams, charts, or other data visualizations maybe presented to facilitate ease of reading. Authentic evidence from empirical data (e.g., excerpts from interview transcripts, field-notes, documents) should be presented in a reasonable amount of texts that do not surpass the authors' statements on their findings. See Figure 1 as an example of a figure caption.

Discussion

Adolescents who have high cultural awareness are better able to establish healthy and meaningful relationships with individuals from different backgrounds. They also tend to have better social skills, which support their career, academic and emotional well-being (Merlin, 2017). Adolescents in this discussion refer to students at the junior and senior high school level, who are in the transition period from childhood to adulthood. Characteristics of adolescents at this age include rapid physical, emotional and social development. Physically, they experience puberty with hormonal changes that affect behavior and feelings. Emotionally, adolescents often seek self-identity and begin to develop personal opinions and values that may differ from parents or other authority figures (Papalia et al., 2002).

The current socio-cultural environment of schools has a significant impact on cultural awareness and counseling practices in schools. With the world becoming more connected through globalization, students from different cultural backgrounds now interact more frequently within the same educational space. Cultural awareness becomes an important key for counselors to understand and respond appropriately to students' emotional and psychological needs. In the school environment, where many students come from diverse backgrounds, it is important for counselors to have a deep understanding of different norms, values, and traditions in order to provide a more appropriate and inclusive approach. Rapid social changes, such as urbanization, migration, and technological developments, also affect how students perceive their own culture and the culture of others, adding complexity to the counselling process (Hapsah et al., 2024; Maharani et al., 2022).

The evolving social context, including increased awareness of issues such as racial, gender, and identity discrimination, has introduced new challenges for counselors. This awareness of diversity encourages counselors to be more sensitive to cultural differences, which can lead to more responsive and adaptive counseling practices (Abdurrahman et al., 2024). For example, students from more collective cultures require a different approach compared to students from more individualistic cultures. Counselors' cultural awareness enables them to adapt the counseling techniques they use to be more relevant to the social and cultural context of the students, which in turn can increase the effectiveness of the services provided.

The research findings on cultural awareness in multicultural counseling enrich the existing literature by showing the importance of adapting counseling approaches to cultural diversity. This research shows that cultural awareness is not only beneficial in improving the quality of the relationship between counselors and students, but also in building a more inclusive and harmonious learning environment. By understanding cultural differences, counselors can avoid misunderstandings that may arise due to cultural bias and be more effective in dealing with issues related to identity, discrimination, and intercultural conflict.

Implementation and Development of Cultural Awareness in Multicultural Counseling Services

The implementation of multicultural counseling services in supporting students' cultural awareness is an important step in creating an inclusive and supportive educational environment for all individuals. Through this approach, school counselors act as facilitators to build cultural awareness among students, strengthen appreciation for diversity, and encourage the development of culturally sensitive interpersonal skills. According to Sheridan & Mungai (2021) in practice, counselors use various strategies, such as the provision of culturally sensitive counseling services, integrating multicultural aspects in the school curriculum, and organizing activities and programs that promote intercultural dialogue. In addition, counselors also take the opportunity to provide information and knowledge about various cultures to students, thus helping them understand the complexity of cultural diversity in society. The implementation of multicultural counseling services not only provides emotional and psychological support to students, but also builds a strong foundation for enhancing intercultural understanding and tolerance, creating an inclusive school climate, and preparing students to interact in an increasingly diverse global society.

Multicultural-oriented counseling services aim to accommodate students' cultural diversity and help them understand, appreciate and respond to differences in an inclusive manner. Multicultural counseling extends beyond active engagement with students, requiring counselors to understand and respect students' physical and psychological states, attitudes, cultural and religious values, while maintaining flexibility, positivity, and ensuring psychological well-being (Rifani et al., 2022). One important aspect of implementing these services is the integration of multicultural values into the counseling curriculum (Rodriguez & Lamm, 2016). This involves providing materials that cover various aspects of culture, such as traditions, norms, values, and perspectives from different ethnic and cultural groups. Furthermore, counselors play a central role in facilitating multicultural counseling services. They are responsible for creating an inclusive and safe counseling environment where students feel heard, valued, and supported (Oetafia et al., 2024). Through individual or group counseling sessions, counselors can assist students in exploring their cultural identities, understanding their life experiences, and overcoming challenges related to cultural diversity.

Collaboration between counselors, teachers, parents, and the community is also very important in supporting the implementation of multicultural counseling services. Through close cooperation with various stakeholders, counselors can expand their range of services and ensure effective responses to students' cultural needs. This collaboration also allows for better provision of resources and support for students in developing their cultural awareness. Through this collaboration, students gain greater cultural understanding through authentic experiences, ongoing support inside and outside of school, and effective counseling programs. As explained by Abdurrahman et al., (2024) that such collaboration can increase adolescents' understanding of culture, enrich empathy, and reduce stereotypes, creating an inclusive and responsive learning environment.

In the digital era, technology can also be a useful tool in supporting the implementation of multicultural counseling services. This is mentioned by Rafiola & Alfaiz (2024) the use of technology in multicultural counseling is very important to support the understanding of cultural diversity in Indonesia. Technology helps counselors access cultural resources, present relevant digital content, and provide materials that support cultural awareness. In addition, technology enables more flexible and inclusive counseling services, such as distance counseling and the use of interactive media. This makes it easier for counselors to manage client data, understand cultural needs, and develop more personalized and adaptive intervention strategies. The use of online platforms can also expand students' access to diverse information and support materials on cultural diversity. Counselors can leverage this technology to provide interactive service materials, discussion forums, and other multimedia resources designed to enhance students' understanding and appreciation of cultural diversity.

Thus, the implementation of multicultural counseling services is an important step in strengthening students' cultural awareness in the educational environment. Previous research has proven, (Abdurrahman et al., 2024; Lestari & Izzaty, 2020; Sheridan & Mungai, 2021) that with a holistic, collaborative, and technology-based approach, multicultural counseling services can make a significant contribution in shaping a learning environment that is inclusive, diverse, and supports the development of students' cultural awareness.

Multicultural Counseling Service Strategies in Increasing Cultural Awareness

Multicultural counseling service strategies for adolescents aimed at increasing cultural awareness cover several important areas that can support understanding and appreciation of cultural diversity. First, cultural identity and self-understanding, where counselors help adolescents to explore and understand their cultural background and how it affects their view of themselves and the world around them. Second, cultural awareness itself, where counselors educate adolescents about different cultures, values, traditions, and ways of life, with the aim of increasing tolerance and reducing stereotypes or prejudices. Third, healthy interpersonal relationships between cultures, by helping adolescents to develop communication skills and empathy, as well as resolving conflicts that arise due to cultural differences among peers, family or school environments. Fourth, cultural adjustment and social

adaptation, where counselors support adolescents who may face challenges in adjusting to a new culture, especially for those who come from immigrant families or are experiencing socio-cultural change. Finally, mental health and coping strategies related to cultural issues, where counselors provide support for adolescents in coping with stress arising from discrimination or cultural identity conflicts, as well as teaching coping strategies relevant to their cultural context (Simon & Hidayat, 2022; Yosef et al., 2022; Yusri et al., 2023).

According to Summers & Nelson (2023) multicultural counseling in the school setting plays an important role in raising cultural awareness. School counselors recognize the importance of humility, empathy, and advocacy in encouraging the use of a strengths-based approach that values diversity not only in terms of race and ethnicity. Counselors employ a humble, empathetic, and advocacy approach to help students feel heard, understood, and supported in their experiences. This creates a safe and open counseling environment for students from different cultural backgrounds to express themselves without fear of judgment or discrimination. Multicultural counseling tends to use a strengths-based approach that identifies and reinforces the resources, strengths, and abilities of students from different cultures. It aims to promote self-confidence and the development of students' potential, while valuing and celebrating individual diversity. Moreover, multicultural counseling not only pays attention to diversity in terms of race and ethnicity, but also values diversity in terms of religion, language, culture, and socio-economic background. This helps to create an inclusive environment in schools, where all students feel valued and recognized.

The explanation given by Yosef et al., (2022) on the importance of multicultural guidance in enriching the cognitive, affective, and practical dimensions of students, especially those from diverse backgrounds, is highly relevant to the concept of multicultural counseling described earlier. An understanding of cultural values becomes an integral part of multicultural counseling practice. The use of the Indonesian culture-based cultural awareness model, as described by Yosef et al. also underlines the importance of understanding and appreciating different cultures in the context of cross-cultural counseling. This model reflects the suggested approach in multicultural counseling, where counselors are empowered to accommodate cultural diversity and utilize it as a resource in counseling sessions.

In addition to improving some of the aspects above, according to Sheridan & Mungai (2021), the implementation of cultural awareness in students is done by providing space for students, teachers, and members of minority groups to share their experiences and understanding of culture. This should be an important part of the curriculum and should not happen by chance. The curriculum should be designed in such a way that it reflects cultural diversity in thinking and subject matter, as well as encouraging informal practitioners to do the same in their communities. In addition, it is important to explicitly teach concepts such as the importance of anti-discrimination, anti-oppression, and unconscious bias to students. They should also understand the impact of unconscious bias and how it affects their daily actions. Educators need to ensure that students understand the importance of values-driven practice, which is an ethical imperative in community building. They should also ensure that students' actions are reflected by those values. In addition, creating group agreements and creating a safe and inclusive environment are also important steps in supporting students' cultural awareness. In this way, students can feel more comfortable in sharing their experiences, understanding others' perspectives, and appreciating cultural diversity in their community.

Furthermore, strategies implemented by school counselors according to Lu (2017) such as using popular magazines and integration of content in the curriculum, have proven to be beneficial in increasing students' cultural awareness. The study also successfully refined the Multicultural Counseling Knowledge and Awareness Scale (MCKAS), as well as offered implications for training, practice, and future research in the field of multicultural counseling.

The next counseling strategy is a comprehensive guidance and counseling program, including an integrated multicultural curriculum and counseling models tailored to student needs, also contributes significantly to increasing cultural awareness in schools. The implementation of Multicultural Counseling Competencies is also an effective strategy in increasing cultural awareness in the school environment by emphasizing awareness, knowledge, and skills for diverse populations (Lestari &

Izzaty, 2020). Effective implementation of this program can help create an inclusive school environment, where all students feel valued and recognized for their cultural diversity. This not only supports students' personal and academic development, but also prepares them for success in an increasingly global and diverse society.

Thus, efforts to increase cultural awareness in school counseling need to focus on increasing students' multicultural self-awareness, knowledge and skills, by integrating various strategies that have been proven effective in various existing studies. Efforts to increase cultural awareness among adolescents are carried out through an approach that emphasizes respect for diversity. Humility, empathy, and advocacy are key in multicultural counseling. This strategy aims to build appreciation for the uniqueness of individuals from different cultural backgrounds, by providing space for students to recognize and respect the cultural diversity around them. Group discussion programs, seminars, and culture-based activities are effective means of implementing this approach. The multicultural counseling model based on local culture is also an important effort in increasing cultural awareness. This model encourages students to appreciate their own culture while understanding other cultures. The implementation of this model can be done through the integration of cultural content in the school curriculum, such as the use of folklore, local traditions, or cultural festivals. It aims to strengthen students' cultural identity while expanding their understanding of cultural differences.

A comprehensive multicultural curriculum and the use of self-awareness labs are other effective methods. By providing reflective activities, such as simulations and role plays, students are invited to explore how cultural biases affect their interactions. This approach allows students to recognize and assess personal biases and develop better intercultural communication skills. It can also reduce the potential for intercultural conflict in schools. If the implementation of these efforts is successful, significant positive impacts will be seen in the school environment. Students will be more respectful of diversity, have good intercultural communication skills and be able to interact harmoniously with friends from different backgrounds. Schools will become more inclusive places, supporting students' psychological well-being and creating a positive and productive learning atmosphere for all students, regardless of their cultural background.

Conclusion

The implementation and development of cultural awareness in multicultural counseling services is essential to create an inclusive educational environment for students from various cultural backgrounds. Counselors act as facilitators to build cultural awareness, strengthen appreciation for diversity, and develop culturally sensitive interpersonal skills. This approach involves integrating multicultural aspects in the curriculum, intercultural activities, and counselor training. Holistic and integrated multicultural counseling service strategies, through counseling sessions and intercultural activities, can create an environment that supports cultural understanding and acceptance. In addition, counselor training in cultural awareness is key to the effectiveness of this service. Future research is expected to explore more deeply the role of counselors' cultural awareness in improving interactions with students from different cultural backgrounds and its impact on service quality and student outcomes, strengthening more effective multicultural counseling practices.

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