

## Introduction to Hays's ADDRESSING Model

All of us have multifaceted cultural identities and in spite of our best efforts, we all have biases that can affect our work with people whose backgrounds are similar or different than our own. Failure to recognize these biases creates harm. It takes more strength to acknowledge your biases than to argue that you do not have any.

Dr. Pamela Hays developed the "ADDRESSING" model, composed of 10 major factors of cultural difference that are most common in the United States. This model is very helpful for recognizing cultural difference and potential bias, but note that this list is not comprehensive. Many other cultural identities can be recognized in our country.

The cultural groups identified in the ADDRESSING model are:

- A. Age.
- D. Disability born with.
- D. Disability acquired.
- R. Religion.
- E. Ethnicity.
- S. Socioeconomic.
- S. Sexual orientation.
- I. Indigenous status.
- N. Nationality.
- G. Gender.

For more information on this model, you may wish to consult these optional resources:

- Hays, P. A. (2016). [Becoming a culturally responsive therapist](#). In *Addressing cultural complexities in practice: Assessment, diagnosis, and therapy* (3rd. ed.). American Psychological Association.
- Lenart, J. (2009). [ADDRESSING framework – Understanding the social construct of power](https://cultureandhealth.wordpress.com/2009/12/29/addressing-understanding-the-social-construct-of-power) [Blog post]. <https://cultureandhealth.wordpress.com/2009/12/29/addressing-understanding-the-social-construct-of-power>