

 <b>FLORIDA ATLANTIC UNIVERSITY</b>	<b>NEW/CHANGE PROGRAM REQUEST</b> <b>Graduate Programs</b>		UGPC Approval _____ UFS Approval _____ Banner _____ Catalog _____
	Department Social Work  College College of Social Work & Criminal Justice		
<b>Program Name</b> Certificate in Social Justice and Anti-Oppressive Social Work Practice		<input type="checkbox"/> New Program* <input checked="" type="checkbox"/> Change Program*	<b>Effective Date</b> (TERM & YEAR) Spring 2023
<p><b>Please explain the requested change(s) and offer rationale below or on an attachment.</b></p> <p>We received feedback from students and faculty that the term 'anti-oppressive' is not familiar to many students and leads to hesitation about the certificate and enrollment in SOW 6671 (Anti-Oppressive Social Work Practice), one of the required courses for the certificate. Thus, we are requesting to shorten the name to just "Certificate in Social Justice" and renaming the SOW 6671 to "Inclusive Social Work practice". In addition, we would like to correct an omission that SOW 6671 and SOW 6214 (required electives for the certificate) were not added in the catalog as approved electives for the MSW program. To update the certificate, we are requesting three changes:</p> <ol style="list-style-type: none"> <li>1. Certificate name change and update catalog language to reflect change</li> <li>2. Course name change for SOW 6671</li> <li>3. Adding SOW 6671 and SOW 6214 to the catalog as approved MSW electives.</li> </ol> <p>Please see attached documentation for further information and requested catalog changes.</p>			
<p><b>*All new programs and changes to existing programs must be accompanied by a catalog entry showing the new or proposed changes.</b></p>			
<b>Faculty Contact/Email/Phone</b> Danielle Groton, dgroton@fau.edu		<b>Consult and list departments that may be affected by the change(s) and attach documentation</b> No other department impacted	
<b>Approved by</b> Department Chair <i>X Heather Johnson, PhD, LCSW</i> College Curriculum Chair <i>Danielle Groton</i> College Dean <i>Maelys Luna</i> UGPC Chair _____ UGC Chair _____ Graduate College Dean _____ UFS President _____ Provost _____		<b>Date</b> 9/21/2022 9/21/2022 9/21/22 _____ _____ _____ _____ _____	

Email this form and attachments to [UGPC@fau.edu](mailto:UGPC@fau.edu) 10 days before the UGPC meeting.

1. Change certificate name (requested catalog changes are in strike-through font).

#### **Graduate Certificate in Social Justice and ~~Anti-Oppressive Social Work Practice~~**

A graduate certificate in Social Justice and ~~Anti-Oppressive Social Work Practice~~ will prepare graduates to address current issues of social justice and ~~injustice~~ through ~~the process of anti-oppressive~~ inclusive practice and policy advocacy within our larger societal systems. The certificate will:

1. Prepare students for evidence-based practice in assessing and addressing issues related to social justice and ~~oppression~~ through community development, advocacy, policy formation, and other social work strategies.
2. Provide students with community-engaged learning and reflective practice with regard to social justice and ~~anti-oppression~~ inclusive-practice methods.

#### **Program Requirements:**

A student enrolled in the Masters of Social Work degree program at FAU may earn the graduate certificate by completing the following course requirements:

- SOW 6235: Social Welfare Policy (3 credits)
- SOW 6306: Practice with Communities and Organizations (3 credits)
- SOW 6671: ~~Anti-Oppressive~~ **Inclusive** Social Work Practice (3 credits)
- SOW 6214: Social Justice and Social Work: Current Issues and Responses (3 credits, including the capstone project)

2. Changing course name: SOW 6671 (deletions in strike-through font, requested catalog changes in red)

#### **~~Anti-Oppressive~~ **Inclusive** Social Work Practice (SOW 6671) 3 credits**

This course is designed to provide students with knowledge, skills and strategies required to promote social change from an agency- and community- level using an **inclusive** ~~anti-oppression~~ framework. In this course, students explore the ~~oppressive~~ experiences of people from various backgrounds.

Syllabus attached:

**PHYLLIS AND HARVEY SANDLER SCHOOL OF SOCIAL WORK  
FLORIDA ATLANTIC UNIVERSITY  
SOW6671 Section CRN XXXXX (3 Credit Hours)  
~~Anti-Oppressive~~ **Inclusive** Social Work Practice**

Semester:  
Start/End Date:  
Instructor:  
Phone:  
Email:  
Canvas: <http://canvas.fau.edu>

Classroom:  
Class Times:  
Office Hours:  
Office Location:  
Web: [www.fau.edu/ssw](http://www.fau.edu/ssw)

### **Standard Course Syllabus Policies**

The material below provides information specific to this course. For policies that apply to students in all social work courses, please see <http://cdsi.fau.edu/ssw/wp-content/uploads/sites/11/standard-course-syllabus-policies.pdf>. This document provides important information related to grading, class attendance, academic integrity, expectations of professional behavior, online etiquette, social media, SafeWalk, Student Accessibility Services, discrimination or harassment, attendance, religious holidays, academic integrity, counseling, and additional student rights, responsibilities, and resources. This document is also available from the CANVAS course website (under the Syllabus heading).

### **MSW Program Mission**

The mission of our MSW program is to educate competent and compassionate social workers for advanced clinical social work practice with children, adolescents, adults, elders, couples, families, and groups. Our graduates possess critical thinking skills and engage in evidence-based clinical practice, with a deep respect for human diversity and strengths, and with a desire to continue lifelong learning and professional development.

### **Course Description**

In social work practice, clients may experience differences in power based on group identities or affiliations. The simplest directive for inclusive practice is to minimize power hierarchies, by assisting to build the power of those who hold a marginalized identity or reduce unfair power. In social work, inclusive practice holds significant implications that practitioners must understand their own role in systems of power, lead conversations on inclusive practice, and utilize social action. This course is designed to provide students with knowledge, skills, and strategies required to promote social change from an agency and community level. In this course, students will explore the experiences of people from various backgrounds in terms of color, ethnicity, culture, national origin, class, gender, age, religion, physical or mental ability, gender identity and expression, and sexuality. Students will have the opportunity to explore their own values, beliefs, cultures, and practice reflexivity. Students will learn how to employ an inclusive framework to address issues of discrimination, institutional racism and economic deprivation by starting within their own agencies and communities. Students will learn how to identify power structures within

programs and institutions, conduct community needs assessments, facilitate conversations, and manage reflexivity and teamwork as part of their social justice approach.

### **Relevance to Educational Program**

This is a required course in the Certificate in Social Justice. Students will be applying the knowledge, skills, and values developed in the foundation core curriculum with multi-culturally diverse populations in micro, mezzo, and macro practice settings. This course is designed to prepare students for civic engagement and social action, whether they are acting in a personal or professional capacity. This course may be particularly useful for students who want to act as change agents in community or organizational settings.

### **Competencies and Educational Objectives**

Upon successful completion of this course, students will be able to demonstrate mastery of the following competencies and objectives:

1. Delineate the philosophical bases of selected theories as they relate to understanding social conditions that may contribute to power imbalances and inequality
2. Discuss underlying assumptions about power, privilege, domination, stratification, structural inequality, and discrimination
3. Demonstrate knowledge of social identities and the diversity within identities, and how our multiple identities intersect to form complex selves.
4. Develop skills in leading conversations about power imbalances and inequality
5. Apply an inclusive framework to work with agencies and communities
6. Identify and discuss specific micro, mezzo, and macro strategies that promote economic and social justice for populations at risk
7. Promote leadership and service that advances equality, justice, and social change.
8. Develop methods for continuing a self-reflective process of recognizing bias, changing excluding behaviors, and working towards a more socially just society.

One of the objectives of this course is to facilitate critical thinking and debate around topics, theories, and concepts where disagreement is not only anticipated, but encouraged. The ability to think critically, express your ideas clearly, and respond to the professor and other students civilly are the keystones of the academic experience. In this course, the professor will provide instruction in an objective manner and will remain open to a wide variety of viewpoints, so long as those viewpoints are evidence-based and presented in a respectful way. During class, the professor may take positions and make statements for the sole purpose of accomplishing an academic objective or enhancing the learning environment. Additionally, the adoption of class materials for this course does not imply an endorsement of the full content of those materials or the positions of the authors of those materials. Often the professor will provide materials as a point of departure for critical thinking and debate. Students should keep in mind that the

ideas presented or discussed during class may not necessarily reflect the professor's personal beliefs or opinions on the subject matter.

### **Teaching Methodologies:**

The course objectives shall be accomplished through the instructor's provision of a stimulating schedule of reading, lectures, formal writing assignments, journaling, videos, and discussion. The professor will attempt to make the course accessible and relevant to everyone, and will be asking the class for preferences in terms of learning style. That being said, in order to promote respect for difference of opinion, we will employ the following ground rules for honest exploration of sensitive issues:

1. We acknowledge that power imbalances exist
2. We acknowledge that while we cannot be blamed for misinformation we may have learned, we must take responsibility for repeating misinformation when we have learned otherwise
3. We will assume that people are doing the best they can
4. We will actively pursue information about our own groups and those of others, share it with classmates, and translate this knowledge into professional behavior.
5. We will not intentionally demean, devalue, or in any way "put down" people for their experiences, perceptions, questions, or comments.
6. We will respect the confidentiality of classroom discussions

### **Course Assignments and Grading:**

All class assignments are due before the start of class for that day, post assignments to Canvas. Assignments are considered tardy after class begins and will incur a 5% penalty that day, and every day following.

#### **Reflective Journaling (15%)**

Students are encouraged to keep an informal journal throughout the semester to track and record reactions and thoughts. This will allow students to see recurring thought patterns in their own reflections and see personal growth through the semester. To maximize the benefit of this exercise, students should document what excites, upsets, puzzles, or disturbs them, and when in class discussion they feel defensive. Each class, students will be given 10-15 minutes time to reflect on the class discussion and note their thoughts. To encourage open writing, the weekly journals will not be collected, however each student will write a brief 2-3 page reflection paper at the end of the semester describing any patterns or reactions they found illuminating.

#### **Professional Development Paper (30%)**

Self-awareness and reflection are extremely important in social work practice. Students will identify a bias or prejudice they have held in their own life, identify its origins, and its relations to social work and strategies to overcome it. While this paper includes self-reflection, students should use 4-5 scholarly sources to identify how this bias/prejudice relates to social

work and recommended steps in addressing it in society. In particular, students should focus on strategies to overcome the bias/prejudice. Papers should be 5-6 pages in length. Please see Canvas for detailed description of the paper components.

#### **Interview with an Advocate (15%)**

Students will interview a leader or employee of an organization that advocates for or assists an oppressed or special needs population group. The student will write a brief paraphrased summary (3-4 pages) of the interview that includes information received and personal reflections on the experience. As part of the interview, students should explore specific strategies the leader or employees' organizations takes to strive for social justice and advocacy.

#### **Students become Teachers (20%)**

As social workers and community leaders and advocates, it is important to become comfortable facilitating conversations on difficult issues. Students will work in small groups for this assignment, with MSW students taking leadership roles within the groups. Each group will select 1 reading from the course schedule and prepare a 20 minute presentation for the class on that topic. This presentation should include a summary of the topic, describe its relevance to social work practice using one of the theories or frameworks discussed in the course, and how the topic impacts micro, mezzo, and macro social work practice. In addition to the presentation, students should prepare 2-3 questions to facilitate a 15 minute class discussion following their presentation. See Canvas for further assignment description.

#### **PhotoVoice Reflection (20%)**

Images can be a powerful tool in provoking conversation and demonstrating power differentials. Each student will take pictures of things that symbolize their reflections and understandings of the course materials (e.g., printed ads they find concerning) and jot down what made them take the photo. Each week, students will break into small groups and explore their photos together and the issues they represent. At the end of the semester, each student will identify 8-10 photos they feel most represents their reflexive experience in the class and will present these photos in a brief presentation.

Your final grade will be calculated as follows:

<i>Weekly Journaling</i>	<i>15% or 15 points</i>
<i>Interview with an Advocate</i>	<i>15% or 15 points</i>
<i>Professional Development Paper</i>	<i>30% or 30 points</i>
<i>Students become Teachers</i>	<i>20% or 20 points</i>
<i>Photovoice Reflection</i>	<i>20% or 20 points</i>

The grading scale for this course is as follows:

94-100=A	80-83= B-	67-69= D+
90-93= A-	77-79= C+	64-66= D
87-89= B+	74-76= C	60-63= D-
84-86= B	70-73= C-	0-59= F

## **Policy on makeup tests, late work, and incompletes**

Only the case study assignment and diversity presentation are eligible to be turned in late. Late assignments will have 5% deducted per day past the deadline. To clarify, an assignment turned in after the deadline will have a 5% penalty, and an assignment turned in the day after the due date will receive a 10% penalty.

## **Class Attendance and Participation**

Social work education is designed to help students prepare for professional practice. In order to model ethically appropriate practice, please treat coming to classes as you would treat working at an agency. Given the Council on Social Work Education's requirements for professional behavior, *attendance for all classes is required*. More than one unexcused absence, excessive tardiness, or patterns of leaving early may result in a reduction of the final grade. Students may be asked to present a written excuse from a healthcare provider for excused absences due to illness or other documentation for other circumstances. Since participating in class is an integral part of social work education, it is vital that the student be in class; therefore, *even with excused absences, the student may be required to withdraw or retake the class*. If a student misses more than 2 classes – whether or not there is a documented, excused absence – the student may receive a substantial decrease in the final grade.

As per FAU policy, if you are not present for the first day of class, you will need to withdraw from the course through the Registrar's Office or you may be administratively withdrawn (<http://www.fau.edu/academic/registrar/FAUcatalog/academics.php>). If you are unable to attend the first class of this course, you will not be allowed to add the course after the first class has taken place.

## **Textbooks and Course Readings**

The textbook required for this course are:

**Balnes, D (2017). *Doing Anti-Oppressive Practice: Building Transformative, Politicized Social Work* (3<sup>rd</sup> Ed), Fernwood Publishing**

This book is available at the campus bookstore.

Other course readings may be distributed in class or via CANVAS (see <http://canvas.fau.edu>). Please set notifications on CANVAS, including whether you want email notifications to go to your FAU email or another address (using FAU email is generally preferred). If you are

experiencing problems logging onto MyFAU or CANVAS, please contact the helpdesk at 561.297.3999.

## Course Outline and Reading Assignments

The following outline and readings may change as the course progresses, given student interests and needs. Please read the required readings prior to the class when we will be discussing them.

<b><i>Class</i></b>	<b><i>Topics</i></b>	<b><i>Readings / Due Dates / Tests</i></b>
Week 1	Welcome ☺	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• Review Syllabus</li> <li>• Reflexive Interviews</li> </ul>
Week 2	Roots, Theory & Tensions	<ul style="list-style-type: none"> <li>• Baines Chapter 1</li> </ul>
Week 3	Neoliberalism, Inequality, & Change	<ul style="list-style-type: none"> <li>• Baines Chapter 2</li> </ul>
Week 4	Child Welfare and Policing Black Families	<ul style="list-style-type: none"> <li>• Baines Chapter 4</li> <li>• <i>Students become Teachers Group 1</i></li> </ul>
Week 5	Bridging the Practice-Activism Divide: Advocacy, Organizing, & Social Movements	<ul style="list-style-type: none"> <li>• Baines Chapter 5</li> <li>• <b>Interview with an Advocate due</b></li> </ul>
Week 6	Soup Days & Decolonization: Indigenous Pathways to Inclusive Practice	<ul style="list-style-type: none"> <li>• Baines Chapter 6</li> <li>• <i>Students become Teachers Group 2</i></li> </ul>
Week 7	Welfare Rights & Inclusive Practice	<ul style="list-style-type: none"> <li>• Baines Chapter 7</li> <li>• <i>Students become Teachers Group 3</i></li> </ul>
Week 8	Lessons for Inclusive Community Organizing	<ul style="list-style-type: none"> <li>• Baines Chapter 8</li> <li>• </li> </ul>
Week 9	Engaging in Inclusive Social Work Practice	<ul style="list-style-type: none"> <li>• Baines Chapter 9</li> <li>• <b>Professional Development Paper due</b></li> </ul>
Week 10	Doing Inclusive Organizational Change	<ul style="list-style-type: none"> <li>• Baines Chapter 10</li> </ul>
Week 11	Inclusive Social Work with Older Adults	<ul style="list-style-type: none"> <li>• Baines Chapter 11</li> <li>• <i>Students become Teachers Group 4</i></li> </ul>
Week 12	Pathologizing Distress: MH Services for “Newcomers/Immigrants”	<ul style="list-style-type: none"> <li>• Baines Chapter 13</li> <li>• <i>Students become Teachers Group 5</i></li> </ul>



Week 13	<b>Radicalizing SW Practice and Education</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 16</li> </ul>
Week 14	<b>Reflection as Resistance</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 18</li> <li>• <b>Reflection Paper due</b></li> </ul>
Week 15	<b>Photovoice Presentations: Part 1</b>	<b>**Please note attendance is mandatory**</b>
Week 16	<b>Photovoice Presentations: Part 2</b>	<b>**Please note attendance is mandatory**</b>

\* In the event of a hurricane warning, see [www.fau.edu](http://www.fau.edu) for updates on whether there will be a disruption in FAU classes. Class times and assignments will be modified as needed.

## Bibliography

- Amadasun, S., & Omorogiwa, T.B.E. (2020), Applying anti-oppressive approach to social work practice in Africa: Reflections of Nigerian BSW students, *Journal of Humanities and Applied Social Sciences*, 2(3), 197-213.
- Baines, D. (Ed.). Doing anti-oppressive practice: Social justice social work. Fernwood Publishing.
- Bornstein, D (2007). How to Change the World: Social Entrepreneurs and the Power of New Ideas. Oxford University Press.
- Finn, J.L. (2016). Imagining social work and social justice. In *Just practice: A social justice approach to social work* (pp. 1-44). New York, NY: Oxford University Press.
- Freire, P. (1996). *Pedagogy of the Oppressed*. 20<sup>th</sup> Anniversary Edition. NY: Continuum Publishing
- Frye, M. (1983). *The politics of reality: Essays in feminist theory*. Crossing Press.
- Hafford-Letchfield, C., & Cocker, C (2014). *Rethinking anti-discriminatory and anti-oppressive theories for social work practice*. Red Globe Press
- Hulko, W., Brotman, S., Stern, L., & Ferrer, I. (2019). *Gerontological social work in action: Anti-Oppressive practice with older adults, their families, and communities*. Taylor and Francis.
- Kendi, I. X. (2019). *How to be an antiracist*. One world.
- Rank, M.T. (2005). *One Nation, Underprivileged: Why American poverty impacts us all*. New York, NY: Oxford Press.
- Reisch, M., & Garvin, C. (2016). Alternative concepts of justice. In *Social work and social justice: Concepts, challenges, and strategies* (pp. 26-72). New York, NY: Oxford University Press.
- Morgaine, K., & Capous-Desyllas, M. (2014). *Anti-oppressive Social Work Practice: Putting Theory Into Action*. SAGE.
- Mullay, B (2010). Challenging Oppression and Privilege, 2nd Ed, Oxford University Press
- Rothenberg, P. *Race, Class, and Gender in the United States: An Integrated Text* (11<sup>th</sup> Ed)

**The instructor reserves the right to adjust this syllabus as necessary**

**3. Adding SOW 6671 and SOW 6214 to the catalog as approved electives (updates to catalog table in red)**

<b>Electives*</b>		
<i>SOW courses may be used to fulfill any elective credit requirement above. Students may select from among the following courses:</i>		
Social Work and Trauma	SOW 6116	3
Cognitive-Behavioral Theory and Techniques for Social Work	SOW 6153	3
Social Work and Human Sexuality	SOW 6153	3
Social Work and Positive Well-Being	SOW 6156	3
Conflict Resolution	SOW 6158	3
Ethical Issues in Contemporary Social Work Practice	SOW 6296	3
Case Management	SOW 6349 #	3
Administration and Supervision	SOW 6377 #	3
Advanced Context of Social Work Practice within Healthcare	SOW 6605 #	3
Social Work and Spirituality	SOW 6626	3
Social Work with Aging Populations	SOW 6641	3
Social Work Practice with Vulnerable Children and Families	SOW 6653 ^	3
Child Welfare	SOW 6656 ^	3
Loss and Grief: Individual, Family and Cultural Perspectives	SOW 6678 #	3
Intervention in the Field of Addictions	SOW 6712 #	3
Social Work Practice in Behavioral/Process Addictions	SOW 6714	3
Social Work Practice with Survivors of Human Trafficking	SOW 6786 # +	3
Mindfulness and Social Work Practice	SOW 6803	3
Special Topics	SOW 6930	3
Inclusive Social Work Practice	SOW 6671	3
Social Justice and Social Work: Current Issues and Responses	SOW 6214	3