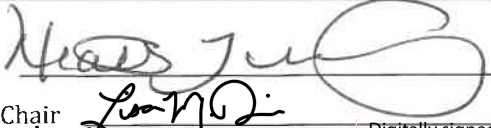
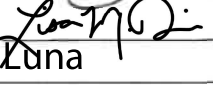


<b>FAU</b> <b>FLORIDA</b> <b>ATLANTIC</b> <b>UNIVERSITY</b>	<b>NEW COURSE PROPOSAL</b> <b>Graduate Programs</b>		UGPC Approval _____ UFS Approval _____ SCNS Submittal _____ Confirmed _____ Banner Posted _____ Catalog _____	
	<b>Department</b> School of Social Work <b>College</b> Social Work and Criminal Justice (To obtain a course number, contact <a href="mailto:erudolph@fau.edu">erudolph@fau.edu</a> )			
<b>Prefix</b> SOW <b>Number</b> xxxx	(L = Lab Course; C = Combined Lecture/Lab; add if appropriate) <b>Lab Code</b>	<b>Type of Course</b> Lecture	<b>Course Title</b> Anti Oppressive Social Work Practice	
<b>Credits</b> (Review Provost Memorandum) 3	<b>Grading</b> (Select One Option) Regular <input checked="" type="radio"/> Sat/UnSat <input type="radio"/>	<b>Course Description</b> (Syllabus must be attached; see <a href="#">Guidelines</a> ) 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 anti-oppression framework. In this course, students will explore the oppressive experiences of people from various backgrounds in terms of color,		
<b>Effective Date</b> (TERM & YEAR) SP 2023				
<b>Prerequisites</b> none		<b>Corequisites</b> none		<b>Registration Controls</b> (Major, College, Level) SOW
<b>Prerequisites, Corequisites and Registration Controls are enforced for all sections of course</b>				
<b>Minimum qualifications needed to teach course:</b> Member of the FAU graduate faculty and has a terminal degree in the subject area (or a closely related field.)		<b>List textbook information in syllabus or here</b> in syllabus		
<b>Faculty Contact/Email/Phone</b> Dr. Joy McClellan <a href="mailto:jmcclel2@fau.edu">jmcclel2@fau.edu</a> 561-297-2864		<b>List/Attach comments from departments affected by new course attached and included here:</b> From: Carman Gill < <a href="mailto:gillc@fau.edu">gillc@fau.edu</a> >		

<b>Approved by</b> Department Chair  College Curriculum Chair  College Dean <b>Naelys Luna</b> UGPC Chair _____ UGC Chair _____ Graduate College Dean _____ UFS President _____ Provost _____	<b>Date</b> 9/24/2021 10/6/21 _____ _____ _____ _____ _____ _____
Digitally signed by Naelys Luna Date: 2021.10.08 10:07:23 -04'00'	

Email this form and syllabus to [UGPC@fau.edu](mailto:UGPC@fau.edu) one week before the UGPC meeting.

**PHYLLIS AND HARVEY SANDLER SCHOOL OF SOCIAL WORK  
FLORIDA ATLANTIC UNIVERSITY  
SOW6390 Section CRN XXXXX (3 Credit Hours)  
Anti-Oppressive Social Work Practice**

Semester: Fall 2021

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**

The Anti-Oppressive lens is that of power based on group identities or affiliations. The simplest directive for anti-oppressive 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, anti-oppressive practice holds significant implications that practitioners must understand their own role in systems of oppression, lead conversations on anti-oppressive 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 using an anti-oppression framework. In this course, students will explore the oppressive 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 anti-oppression 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 oppressive structures within programs and institutions, conduct community needs assessments, facilitate conversations on anti-oppressive practices, and manage reflexivity and teamwork as part of their social justice approach and anti-oppressive practice.

### **Relevance to Educational Program**

This is a required course in the certificate in Social Justice and Anti-Oppressive Social Work. 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 create oppression 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 oppression and inequality
5. Apply an anti-oppressive 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 oppressive behaviors, and working towards a more socially just society.

### **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 social inequalities and oppression 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 not blame those who are oppressed for their oppression
4. We will assume that people are doing the best they can
5. We will actively pursue information about our own groups and those of others, share it with classmates, and translate this knowledge into professional behavior.
6. We will not intentionally demean, devalue, or in any way “put down” people for their experiences, perceptions, questions, or comments.
7. 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 6-8 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:

**Baines, 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></ul>

		<ul style="list-style-type: none"> <li>• Reflexive interviews</li> </ul>
Week 2	<b>Anti-oppressive Practice: Roots, Theory &amp; Tensions</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 1</li> </ul>
Week 3	<b>Anti-oppressive Practice: Neoliberalism, Inequality, &amp; Change</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 2</li> </ul>
Week 4	<b>Child Welfare and Policing Black Families</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 4</li> <li>• <i>Students become Teachers Group 1</i></li> </ul>
Week 5	<b>Bridging the Practice-Activism Divide: Advocacy, Organizing, &amp; Social Movements</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 5</li> <li>• <b>Interview with an Advocate due</b></li> </ul>
Week 6	<b>Soup Days &amp; Decolonization: Indigenous Pathways to Anti-Oppressive Practice</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 6</li> <li>• <i>Students become Teachers Group 2</i></li> </ul>
Week 7	<b>Welfare Rights &amp; Anti-Oppressive Practice</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 7</li> <li>• <i>Students become Teachers Group 3</i></li> </ul>
Week 8	<b>Lessons for Anti-Oppressive Community Organizing</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 8</li> <li>• </li> </ul>
Week 9	<b>Engaging in Anti-Oppressive Social Work Practice</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 9</li> <li>• <b>Professional Development Paper due</b></li> </ul>
Week 10	<b>Doing Anti-Oppressive Organizational Change</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 10</li> </ul>
Week 11	<b>Anti-Oppressive Social Work with Older Adults</b>	<ul style="list-style-type: none"> <li>• Baines Chapter 11</li> <li>• <i>Students become Teachers Group 4</i></li> </ul>
Week 12	<b>Pathologizing Distress: MH Services for “Newcomers/Immigrants”</b>	<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>	**Please note attendance is mandatory**
Week 16	<b>Photovoice Presentations: Part 2</b>	**Please note attendance is mandatory**

\* 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., & Omorogiuwa, 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.
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- 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.
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- Kendi, I. X. (2019). *How to be an antiracist*. One world.
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- 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**



**From:** Joy McClellan JMCCELEL2@fau.edu  
**Subject:** Re: Certificate in Social Justice and Anti Oppressive Social Work  
**Date:** March 23, 2021 at 2:22 PM  
**To:** Carman Gill gillc@fau.edu, Paul Peluso ppeluso@fau.edu, Manny Gonzalez mannygonzalez@fau.edu

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Thank you!!

Joy

...

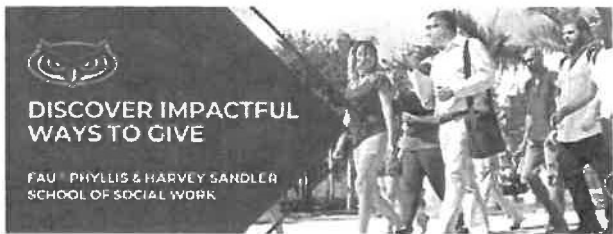
**Joy McClellan, DSW, LCSW-QS**

MSW Program Coordinator and Senior Instructor  
Phyllis & Harvey Sandler School of Social Work  
FAU College of Social Work & Criminal Justice  
Pronouns: She, Her, Hers

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**From:** Carman Gill <gillc@fau.edu>  
**Date:** Tuesday, March 23, 2021 at 2:16 PM  
**To:** Joy McClellan <JMCCELEL2@fau.edu>, Paul Peluso <ppeluso@fau.edu>, Manny Gonzalez <mannygonzalez@fau.edu>  
**Subject:** Re: Certificate in Social Justice and Anti Oppressive Social Work

Hi Joy,

I hope you are well! I have reviewed the syllabi and agree with Paul, interesting and timely! Counselor Ed has no issues. Thanks,  
Carman

---

**From:** Joy McClellan <JMCCELEL2@fau.edu>  
**Sent:** Tuesday, March 23, 2021 12:13 PM  
**To:** Paul Peluso <ppeluso@fau.edu>; Carman Gill <gillc@fau.edu>; Manny Gonzalez <mannygonzalez@fau.edu>  
**Subject:** Re: Certificate in Social Justice and Anti Oppressive Social Work

Thank you Paul- I will update my records.

Thanks very much in advance Dr. Gill

THANKS very much in advance Dr. Gill.

Joy

...

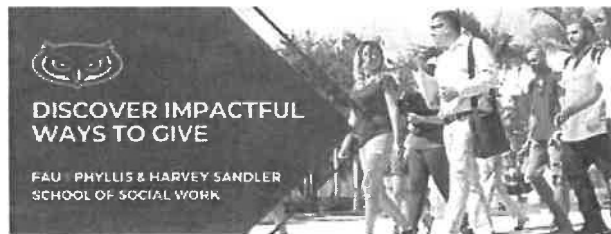
**Joy McClellan, DSW, LCSW-QS**

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**From:** Paul Peluso <ppeluso@fau.edu>

**Date:** Tuesday, March 23, 2021 at 12:08 PM

**To:** Joy McClellan <JMCCLEL2@fau.edu>, Carman Gill <gillc@fau.edu>

**Subject:** Re: Certificate in Social Justice and Anti Oppressive Social Work

Hi Joy,

First, this looks really good (and timely). However (second), I am no longer the chair of Counselor Ed, so I am copying my colleague, Dr. Carman Gill.

I will also forward the syllabi that you sent as well.

Be well,

-Paul

Paul R. Peluso, Ph.D., LMHC, LMFT  
Senior Associate Dean  
College of Education

Interim Chair  
Department of Teaching and Learning

Professor  
Department of Counselor Education

ACA Governing Council Representative, International Association of Marriage and Family Counselors (IAMFC)

Editor Emeritus, *Measurement and Evaluation in Counseling and Development*

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(561) 297-2309 (Fax)



---

**From:** Joy McClellan <JMCCLEL2@fau.edu>

**Sent:** Tuesday, March 23, 2021 11:58 AM

**To:** Paul Peluso <ppeluso@fau.edu>; Joy Longo <JLONGO5@health.fau.edu>; Robert Stackman <rstackma@fau.edu>; Kelly Shannon <shannonk@fau.edu>

**Cc:** Danielle Groton <dgroton@fau.edu>; LeaAnne DeRigne <lderigne@fau.edu>; Manny Gonzalez <mannygonzalez@fau.edu>; Precious Skinner-Osei <pskinnerosei@fau.edu>; Heather Thompson <hthompson@fau.edu>

**Subject:** Certificate in Social Justice and Anti Oppressive Social Work

Good morning Drs. Peluso, Longo, Stackman, and Shannon,

The School of Social Work has spent much of the last academic year preparing for the submission of a proposed Certificate in Social Justice and Anti Oppressive Social Work, including two new related courses (syllabi attached). I am writing in this email to respectfully request that you ***please review the Certificate and communicate any concerns or conflicts you foresee with your College and/or your School curriculum or course delivery.*** Our goal is to work to finalize this proposal this Spring, so that we can bring to the UGPC in the Fall of 2021.

In preparation to submitting this to Dr. Gonzalez as our school and college's UGPC representative, I am asking for your review and support.

Thanks very much. You can expect to see two additional emails, one for each syllabus, so that I can track each separately through the UGPC Process.

...

**Joy McClellan, DSW, LCSW-QS**

MSW Program Coordinator and Senior Instructor

Phyllis & Harvey Sandler School of Social Work

FAU College of Social Work & Criminal Justice

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