

**THE UNIVERSITY OF TEXAS AT AUSTIN
STEVE HICKS SCHOOL OF SOCIAL WORK
INTRODUCTION TO SOCIAL WORK AND SOCIAL WELFARE
Cultural Diversity Flag**

Course Number: SW f310

Unique Number: 88460

Semester: Summer I 2023

E-Mail: patrick.lloyd@utexas.edu

Meeting Times: 8:30-10:30 M/T/W/Th (see course schedule for synchronous and asynchronous dates)

Location: SSW 1.212

Instructor's Name: Patrick Lloyd, LMSW

Pronouns: he/him

Office Number: SSW 3.124B

Office Hours: Tuesdays 10:30-11:30 and by appt

I. COURSE DESCRIPTION

This is an introductory social work course in which you will learn about the profession of social work, its history, and the roles the profession plays in addressing social welfare responses to human needs in the United States. Using a social justice lens, the course will explore being a social worker and the ways that laws, policies, and ethics guide social work practice and impact the clients and communities that social workers serve. You will learn about and apply frameworks used by social workers that emphasize diversity and equity in social work practice to address social welfare issues. You also will be introduced to generalist social work practice with individuals, families, groups, organizations, and communities.

Identities and statuses that make individuals and communities targets of oppression will be studied within the context of social work. You will have the opportunity to assess your identities, strengths, and challenges and identify potential ethical conflicts in working directly with people.

This course carries the flag for Cultural Diversity in the United States. The purpose of the Cultural Diversity in the United States Flag is for students to explore in depth the shared practices and beliefs of one or more underrepresented cultural groups subject to persistent marginalization. In addition to learning about these diverse groups in relation to their specific contexts, students should engage in an active process of critical reflection. You should therefore expect a substantial portion of your grade to come from assignments covering the practices, beliefs, and histories of at least one underrepresented cultural group in the U.S.

II. STANDARDIZED COURSE OBJECTIVES

By the end of the semester, you will be able to:

1. Delineate contexts and settings of generalist social worker practice, including fields and areas of practice and leadership, as well as roles and functions that social workers perform.

2. Explain the importance of understanding the lived experiences of clients and communities, including the impact of racialization, ethnic origin, class, gender, gender identity and expression, culture, sexual orientation, religion, age, physical and mental disabilities, caste, immigration/refugee status, national origin of communities and tribal sovereign status, in order to provide responsive social work services.
3. Interpret the philosophical base of social work in relation to political and moral philosophy, ethics, logic, empirical knowledge, art, and theory.
4. Apply the major principles of the NASW Code of Ethics to practice and develop an awareness of how your assumptions, identities, values, and beliefs affect your work with clients.
5. Center the perspectives of Black, Indigenous, and other scholars of color, understand how theories that inform anti-racism and anti-oppression, such as critical race theory, can be applied to social problems and can help identify and address policies, behaviors, and beliefs that perpetuate racist ideas and actions.
6. Understand the influence of the environment on individuals by applying principles of ecological systems theory and integrate a strengths-based perspective that puts the strengths and resources of people, communities, and their environments, rather than their problems, at the center.
7. Understand the historical social, economic, and political contexts and ideologies that have influenced the development of social work and social service systems.
8. Trace the historical trajectory of U.S. social welfare policies and services that guide contemporary social work practice and social welfare systems.

III. TEACHING METHODS

The class is taught using a flipped model of teaching or a form of blended learning where students learn content partially asynchronous through analyzing readings and articles, watching videos and completing exercises. Students will meet synchronously in person for the other portion of the class. These methods intentionally draw on diverse pedagogical approaches to be inclusive of a variety of learning styles. Students will be expected to complete approximately half of the course content online and approximately half the course material in synchronous in person class. Students will need to have access to a computer with reliable internet connection to complete this course.

This course will highlight diverse perspectives of thought and encourages students to engage in new ways of thinking that may be represented by speakers, the professor, and classmates from diverse backgrounds. Experiential learning will be the foundation of this class and students will be expected to critically process and reflect on what they are learning through readings, lectures, videos and learning about social work practice in the community. The goal is to support you in making your own decisions about how to proceed and then ask you to reflect on the trajectory of your experience. Did it go as you expected? What was unexpected? What did you learn? What did you learn doesn't work well?

This course will use the following platforms for virtual learning:

- **Canvas** —a Web-based course management system with password-protected access at <http://canvas.utexas.edu/>. It is the student’s responsibility to ensure that their e-mail address is correct on this site so that class e-mails are received. To reach your class site on Canvas, please go to <http://courses.utexas.edu>. You will need a UT EID and password. The Help Desk, available through the UT home page (www.utexas.edu/its/help/), can assist you with your computer and blackboard questions. You can also call them at 475-9400. Additionally, the Learning Resource Center at the SSW has computers and computer assistance.

IV. REQUIRED AND RECOMMENDED TEXTS AND COURSE MATERIALS

Required Course Materials:

- Finn, J. L. (2021). *Just practice: A social justice approach to social work*. Oxford University Press.
Electronic copy available in The University of Texas Library System.
- A subscription OfCourse!, *Topics in Social Justice & Social Welfare Policy* (<https://www.ofcourseworks.com>) will be required for this course. Each week’s materials and readings will be assigned or shared with students in modules in Canvas

Optional Course Materials:

The Steve Hicks School of Social Work, Office of the Associate Dean for Equity and Inclusion maintains a list of resources that may be helpful in completion of assignments for this class. To access the Equity and Inclusion Resource Library go to:

https://docs.google.com/document/d/15WyLzEpyu1w_lwBk9m5CsPjn3SaIHmTmYHM1iXnSER4/edit

V. COURSE REQUIREMENTS

1. Online Discussion Questions	25pts
2. Introduction Video	5pts
3. Critical Analysis Paper/NASW Code outline	5pts
4. Critical Analysis Paper/NASW Code	15 pts
5. Social Work Practice Area Group Presentations	30 pts
6. Attendance and Class Participation (and Exit Ticket Completion)	20pts

REQUIREMENTS

Online Discussion Learning **25pts.**
Students will be required to watch videos, complete readings and complete exercises related to the topics of that week as asynchronous activities for the Thursday class meeting time. In order to integrate what is learned for that week, students will be required to complete a discussion question in Canvas. The discussion question will be assigned in Canvas at least one week in advance. Students should use critical thinking skills in answering the question. Students should

also provide a response to, at minimum, one of their peer's answer(s) in the Discussion Board. Each Discussion Board Answer and Response will be worth a maximum of 5 points. There are 5 weekly Discussion Boards in total. All Discussion Board posts will be due, at the latest, at 11:59pm on Sundays weekly.

Introduction Video or Presentation

5pts.

Students will be expected to record a video introduction using animoto and upload to Canvas. This video should include basic introductory information about the student (name, pronouns, hometown, family, pets, major, area of interest in social work, etc...) as well as some photos. Videos will be used to get to know each other in this class and assign groups for the group project. Detailed information will be provided in Canvas.

Due 6/8/23

Critical Analysis Paper/History of NASW Code of Ethics

15 pts. total

Students will complete a 4-6 page (1000-1500 words), double-spaced paper discussing their critical observations of the changes in the NASW Code of Ethics over time. An outline of the key points in the paper will be due on 10/4/22 and will be worth 5 points. Students will receive feedback on their outlines to aid in the completion of the final paper due on 10/25/22. Detailed information will be provided in Canvas.

Due 6/29/23 (Outline 6/15/23)

Social Work Practice Area Group Presentations

30pts

Students will be required to coordinate with an assigned group and record a presentation with that group at the end of the semester. Recorded presentations will be shared with other class members for feedback and discussion. Assigned student groups will be used for other purposes in synchronous and asynchronous work during the semester, supplying students with opportunities for coordination and reflection with a small student group. This assignment will require students to explore a type of social work practice in depth and include research about client experiences and outcomes in this topic area as well as at least one interview with a social worker who is practicing/has practiced in this area. Some of the total points for this assignment will come from viewing and providing feedback on other group's presentations. Detailed information will be provided in Canvas.

Due 7/7/23

Class Participation

20pts

Points will be determined on attendance in synchronous class meeting times and the quality of participation in class discussion and small group exercises. All students are expected to participate in class, online and in person, and demonstrate a respect for the populations and challenges discussed in this class. Due to the format and content of this course, both attendance and contribution are imperative.

Attendance will be taken using a class meeting “exit ticket” which you will complete for each in-person class session. You will complete exit tickets with your name and a very brief reflection and/or question regarding your learning for that class session. Instructions will be given each class session.

Extra Credit

2 pts

At least one extra credit opportunity will be made available. Details will be shared via Canvas.

VI. GRADES

94.0 and Above	A
90.0 to 93.999	A-
87.0 to 89.999	B+
84.0 to 86.999	B
80.0 to 83.999	B-
77.0 to 79.999	C+
74.0 to 76.999	C
70.0 to 73.999	C-
67.0 to 69.999	D+
64.0 to 66.999	D
60.0 to 63.999	D-
Below 60.0	F

VII. CLASSROOM POLICIES

Participation and Attendance:

Synchronous, In Person Class time

There are 10 synchronous, in person meeting times for this course. Students are expected to attend class sessions regularly and to participate in an interactive framework between collegiate students and professor. Students are expected to complete the readings prior to class and should be well prepared to participate in discussions and experiential learning assignments.

As a summer course with limited in person meetings, regular, on time attendance to each synchronous class is expected for this course. Students are expected to contact the professor by email in a timely manner about absences and alert the instructor about late arrivals or early departures. Any student missing more than two synchronous classes in may be in jeopardy of not passing this course.

Students are responsible for any material missed due to absences. Course material will be posted in Canvas.

Asynchronous Course “Attendance”

“Attendance” and participation for the asynchronous portion of this class will be evaluated based on the completion of online activities and discussion boards. Students will complete a discussion board question that relates back to the online activities. These discussion boards are worth 5 points each. One discussion board may be missed without impacting the overall student grade in the class.

Due Dates and Late Assignments: It is expected that all assignments will be turned in on time. Assignments are generally due at 11:59pm on the due date. Exceptions to this time will be announced when applicable. Assignments, including papers, are due on the date and time indicated in Canvas. The instructor will accept assignments, including discussion posts, up to 24 hours past due dates when students are in need of additional time. No points will be deducted. Do your best to turn assignments in on time so grading is organized and timely.

If you need to turn in an assignment any later than 24 hours late, contact the Instructor to coordinate the need for a late submission. The instructor reserves the ability to grade late assignments penalizing 5% of the assignment point value for each day late after 24 hours. After 7 calendar days, late assignments will not be accepted unless prior arrangements have been made with the instructor. Frequent communication is key when needing to turn in a late assignment. I’ll work with you, just communicate!

Papers: The instructor of this class recognizes there are many styles of writing that serve varying audiences. Students are expected to produce effective, clear written work in terms of for the one formal, academic paper in this course. When using information from sources to complete that paper, references and the bibliography should conform to current APA style. The American Psychological Association (APA) – 7th edition format should be used. Written material should be carefully proofread and errors (punctuation, typographical, spelling, etc.) corrected prior to submission in order to avoid losing points in the assignment grade. Instances of plagiarism will be addressed according to University policy. Questions about grades should be raised with the instructor within one week of receipt of the grade.

Discussion Board posts and other forms of writing in this class may be written in an informal style.

Use of Cell Phones in the Classroom: Cell phones should be turned off when class begins and remain off throughout the duration of synchronous class times unless the student has spoken with the instructor prior to class beginning about an urgent need to have the phone available during class.

VIII. UNIVERSITY POLICIES

COVID-19 RELATED INFORMATION. The University’s policies and practices related to the pandemic may be accessed at: <https://protect.utexas.edu/>

THE UNIVERSITY OF TEXAS HONOR CODE. The core values of The University of Texas at Austin are learning, discovery, freedom, leadership, individual opportunity, and responsibility. Each member of the university is expected to uphold these values through integrity, honesty, trust, fairness, and respect toward peers and community.

DISABILITY ACCOMODATION STATEMENT. If you are a student with a disability, or think you may have a disability, and need accommodations please contact Disability and Access (D&A). You may refer to D&A's website for contact and more information: <http://diversity.utexas.edu/disability/> . If you are already registered with D&A, please deliver your Accommodation Letter to me as early as possible in the semester so we can discuss your approved accommodations and how they apply in my class.

PROFESSIONAL CONDUCT AND CIVILITY IN THE CLASSROOM. The professor expects students to act as professionals in class. This means students should arrive on time for class, be prepared to participate in the class discussion, and show respect for one another's opinions. A course brings together a group of diverse individuals with various backgrounds. Students are influenced and shaped by such factors as race, ethnicity, gender, sex, physical abilities, religious and political beliefs, national origins, and sexual orientations, among others. We expect to learn from each other in an atmosphere of positive engagement and mutual respect. This atmosphere includes working intentionally to recognize and dismantle racism, sexism, heterosexism, and ableism in the classroom. Social Work also deals with complex and controversial issues. These issues may be challenging and uncomfortable, and it would be impossible to offer a substantive classroom experience that did not include potentially difficult conversations relating to challenging issues. In this environment, we will be exposed to diverse ideas and opinions, and sometimes we will not agree with the ideas expressed by others. Nevertheless, the professor requires that students engage one another with civility, respect, and professionalism.

UNANTICIPATED DISTRESS. Students may experience unexpected and/or distressing reactions to course readings, videos, conversations, and assignments. If so, students are encouraged to inform the professor. The professor can be responsive and supportive regarding students' participation in course assignments and activities, but students are responsible for communicating clearly what kind of support is desired. If counseling is needed, students may contact a service provider of their choosing, including the UT Counseling Center at 512-471-3515 or online at <https://cmhc.utexas.edu/>.

POLICY ON SOCIAL MEDIA AND PROFESSIONAL COMMUNICATION. Public social networks are not private. Even when open only to approved or invited members, users cannot be certain that privacy will exist among the general membership of sites. If social work students choose to participate in such forums, please assume that anything posted can be seen, read, and critiqued. What is said, posted, linked to, commented on, uploaded, subscribed to, etc., can be accessed and archived, posing potential harm to professional reputations and prospective careers.

Social work students who use social media (e.g. Facebook, Twitter, Instagram) and other forms of electronic communication (e.g. blogs) must be mindful of how their communication may be

perceived by clients, colleagues, faculty, and others. Social work students are expected to make every effort to minimize material which could be considered inappropriate for a professional social worker in training. Because of this, social work students are advised to manage security settings at their most private levels and avoid posting information/photos or using any language that could jeopardize their professional image.

Students are asked to consider the amount of personal information posted on these sites and are obliged to block any client access to involvement in the students' social networks. Client material should not be referred to in any form of electronic media, including *any* information that might lead to the identification of a client or compromise client confidentiality in *any* way. Additionally, students must critically evaluate any material that is posted regarding community agencies and professional relationships, as certain material could violate the standards set by the School of Social Work, the Texas Code of Conduct for Social Workers, and/or the NASW Code of Ethics.

Social work students should consider that they will be representing professional social work practice as well as The University of Texas at Austin School of Social Work program while in the classroom, the university community, and the broader area communities.

POLICY ON ACADEMIC INTEGRITY. Students who violate University rules on academic dishonesty are subject to disciplinary penalties, including the possibility of failure in the course and / or dismissal from the University. Since such dishonesty harms the individual, all students, and the integrity of the University, policies on academic dishonesty will be strictly enforced. For further information, please visit the Student Conduct and Academic Integrity website at: <http://deanofstudents.utexas.edu/conduct>.

USE OF COURSE MATERIALS. The materials used in this course, including, but not limited to exams, quizzes, and homework assignments, are copyright protected works. Any unauthorized duplication of the course materials is a violation of federal law and may result in disciplinary action being taken against the student. Additionally, the sharing of course materials without the specific, express approval of the professor may be a violation of the University's Student Honor Code and an act of academic dishonesty, which could result in further disciplinary action. This sharing includes, among other things, uploading class materials to websites for the purpose of distributing those materials to other current or future students.

CLASSROOM CONFIDENTIALITY. Information shared in class about agencies, clients, and personal matters is considered confidential per the NASW Code of Ethics on educational supervision and is protected by regulations of the Family Educational Rights and Privacy Act (FERPA) as well. As such, sharing this information with individuals outside of the educational context is not permitted. Violations of confidentiality could result in actions taken according to the policies and procedure for review of academic performance located in sections 3.0, 3.1, and 3.2 of the Standards for Social Work Education.

UNIVERSITY ELECTRONIC MAIL STUDENT NOTIFICATION. Electronic mail (email), like postal mail, is a mechanism for official University communication to students.

The University will exercise the right to send email communications to all students, and the University will expect that email communications will be received and read in a timely manner. Students can find UT Austin's policies and instructions for updating their e-mail address at <https://it.utexas.edu/policies/university-electronic-mail-student-notification-policy>.

RELIGIOUS HOLY DAYS. A student who misses classes or other required activities, including examinations, for the observance of a religious holy day should inform the instructor as far in advance of the absence as possible so that arrangements can be made to complete an assignment within a reasonable period after the absence. A reasonable accommodation does not include substantial modification to academic standards, or adjustments of requirements essential to any program of instruction. Students and instructors who have questions or concerns about academic accommodations for religious observance or religious beliefs may contact the [Office for Inclusion and Equity](#). The University does not maintain a list of religious holy days.

TITLE IX REPORTING. In accordance with Title IX of the Education Amendments of 1972, the University of Texas at Austin is committed to maintaining a learning environment that is free from discriminatory conduct on the basis of sex <https://titleix.utexas.edu/>. Faculty, field instructors, staff, and/or teaching assistants in their supervisory roles are mandated reporters of incidents of sex discrimination, sexual harassment, sexual violence, stalking, dating violence, or any other forms of sexual misconduct. Students who report such incidents will be informed of University resources. Incidents will be reported to the University's Title IX Coordinator. Further information, including student resources related to Title IX, may also be found at <https://titleix.utexas.edu/>.

CAMPUS CARRY POLICY. The University's policy on campus carry may be found here: <https://campuscarry.utexas.edu>.

SAFETY. As part of professional social work education, students may have assignments that involve working in agency settings and/or the community. As such, these assignments may present some risks. Sound choices and caution may lower risks inherent to the profession. It is the student's responsibility to be aware of and adhere to policies and practices related to agency and/or community safety. Students should notify the professor regarding any safety concerns.

BEHAVIOR CONCERNS and COVID-19 ADVICE LINE (BCCAL). If students have concerns about their behavioral health, or if they are concerned about the behavioral health of someone else, students may use the Behavior Concerns and COVID-19 Advice Line to discuss by phone their concerns. This service is provided through a partnership between the Office of the Dean of Students, the Counseling and Mental Health Center (CMHC), the Employee Assistance Program (EAP), and The University of Texas Police Department (UTPD). Call 512-232-5050 or visit <https://safety.utexas.edu/behavior-concerns-advice-line>. The Behavior Concerns and COVID-19 Advice Line has been expanded to support The University of Texas at Austin community during the COVID-19 pandemic. By calling 512-232-5050 - Option 2 for COVID-19, students, faculty and staff can be assisted in English and Spanish with COVID-19 support.

EMERGENCY EVACUATION POLICY. Occupants of buildings on the UT Austin campus are required to evacuate and assemble outside when a fire alarm is activated or an announcement is made. Please be aware of the following policies regarding evacuation:

- Familiarize yourself with all exit doors in the classroom and the building. Remember that the nearest exit door may not be the one you used when entering the building.
- If you require assistance to evacuate, inform the professor in writing during the first week of class.
- In the event of an evacuation, follow the professor’s instructions.
- Do not re-enter a building unless you are given instructions by the Austin Fire Department, the UT Austin Police Department, or the Fire Prevention Services office.

IX. Class Schedule

In addition to weekly modules, Canvas will also include some optional modules on additional subjects.

Date	Meeting Location	Topic	Assignment(s) Due	Readings
6/1	In Person	Introduction/ syllabus review Group agreements The Strengths-based Perspective	Exit Ticket	n/a
6/5	Asynchronous (Work on your own time) Online	Writing in Social Work Primary Functions and Focus of Social Work	n/a	<u>Arao & Clemens, From Safe to Brave Spaces</u> Readings and videos from UT Library System (in Canvas)
6/6	In Person	Social Work Defined Value Systems and the Philosophical Basis of Social Work	Exit Ticket	Finn, Chapter One, <i>Imagining Social Work and Social Justice (in Canvas)</i>

6/7	Asynchronous (Work on your own time) Online	History of Social Work and Social Welfare	Discussion Board	Finn, Chapter Three, <i>Looking Back</i> Watch: A Brief History of Social Work and The Oppressive Origins of Social Work
6/8	In Person	Critical Reflection and Oppression	Exit Ticket Introduction Video due 6/9	Finn, Chapter Two, <i>A Starting Place for Understanding Difference, Oppression and Privilege</i>
6/12	Asynchronous (Work on your own time) Online	History of Social Work and Social Welfare	Discussion Board	Continued from 6/7: Finn, Chapter Three, <i>Looking Back</i>
6/13	In Person	Values and Ethics Intro to Residential Treatment	Exit Ticket	Finn, Chapter Four, <i>Values, Ethics and Visions</i> NASW Code of Ethics
6/14	Asynchronous (Work on your own time) Online	Intersectionality	Discussion Board	Watch: The Urgency of Intersectionality
6/15	In Person FIELD TRIP @ Helping Hand Home	Residential Treatment	Exit Ticket Critical Analysis Paper/History of NASW Code of Ethics Outline due 6/16	NASW, Code of Ethics, Historical Excerpts
6/19	Asynchronous (Work on your own time) Online	Advocacy and Allyship	Discussion Board	Scourfield, What is Advocacy?

				Watch: Lloyd presentation Guide to Allyship
6/20	In Person	Advocacy	Exit Ticket	Mizrahi article
6/21	Asynchronous (Work on your own time) Online	Anti-racism and Anti-oppressive Social Work	Discussion Board	McCoy, Black Lives Matter and Yes, You are Racist...
6/22	In Person	Anti-racism and Anti-oppressive Social Work	Exit Ticket Group Meetings with Instructor	Introduction to CRT Video
6/26	Asynchronous (Work on your own time) Online	Knowing Self in Social Work Art vs Science Lived Experience	Discussion Board	Samson, Practice Wisdom: The Art and Science of Social Work Nothing about us without us: Seven principles for leadership & inclusion of people with lived experience of homelessness
6/27	In Person	Trauma and the Trauma-informed Lens	Exit Ticket	ALA one pager on TIC UofB on TIC
6/28	Asynchronous (Work on your own time) Online	Poverty	Discussion Board	International Federation of Social Work, Poverty Eradication and the Role for Social Workers

6/29	In Person Guest speaker: Valerie Braden, LCSW-S	Medical Social Work	Exit Ticket Critical Analysis Paper/History of NASW Code of Ethics Due 6/30 Group Meetings with Instructor	Eden Philosophy of Care TBA via Canvas
7/3	**HOLIDAY**			
7/4	**HOLIDAY**			
7/5	Asynchronous (Work on your own time) Online	Mental Health and Substance Abuse	Discussion Board	Mendenhall, A. and Frauenholtz, S., Mental Health Literacy: Social Work's Role in Improving Public Mental Health Gomez and Hildebrandt, Addictions Advisor: How the Pandemic Is Affecting Those With Substance Use Disorders
7/6	In Person	Wrap up	Exit Ticket Group Presentations Due	TBA in Canvas

X. BIBLIOGRAPHY

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