



BSW Program-Level Learning Outcomes

While reading the following Program-Level Learning Outcomes (PLOs), please consider that:

- Except where noted, the following Program-Level Learning Outcomes (PLOs) are derived from the 2021 Canadian Association for Social Work Education (CASWE) core learning objectives for students accreditation standards.
- The learning in the BSW program includes social work field experience and course-based experiences.
- The following Program-Level Learning Outcomes (PLOs) align with the Faculty of Social Work vision and mission statements. (to be added when finalized)

Graduates of the Faculty of Social Work BSW Program will be able to:

1. Construct their professional identity, including their value perspective of the social work profession.

- 1.1 Construct and integrate their identities as social work practitioners whose professional goal is to advance social justice and facilitate the collective welfare and well-being of all people.
- 1.2 Employ critical reflection and reflexivity to demonstrate a comprehensive understanding of their own social locations, identities, and assumptions as it relates to their professional practice.
- 1.3 Recognize and manage personal biases and preferences to advance social justice and support the social well-being of social work service users. **(FSW specific PLO)**
- 1.4 Interpret and enact professional attributes such as caring for others, humility, honesty, integrity, accountability, passion, and empathy.
- 1.5 Critically reflect on the practice and regulation of social work in Canadian and international urban and rural contexts.
- 1.6 Articulate their understanding of the social work profession as a service to humanity. **(FSW specific PLO)**
- 1.7 Demonstrate awareness of their potential contribution to social work education through future service as field educators and instructors.

2. Integrate knowledge and skills to engage with individuals, families, groups, and communities through professional practice.

- 2.1 Apply knowledge and skills to perform various interactive practices (such as intake, assessment, planning, action, and evaluation) and relational practices (such as engagement, relationship building, power sharing, collaboration, accompanying, negotiation, mediation, advocacy, and activism).
- 2.2 Integrate their knowledge and skills into their social work practice during participation in field education. **(FSW specific PLO)**
- 2.3 Apply critical thinking skills to analyze complex social situations and make ethical decisions.



- 2.4 Integrate skills for inter-professional and inter-disciplinary practice, leadership, community collaboration, conflict resolution, and teamwork to serve diverse individuals, families, groups, organizations, and communities.
 - 2.5 Demonstrate critical awareness and understanding of mental health, addictions and apply trauma-informed and holistic wellness approaches to practice with individuals, families, groups and communities. **(FSW specific PLO)**
 - 2.6 Apply knowledge about human development and human behavior to interactions in the social environment.
 - 2.7 Critically reflect on their own social location and implications for their roles and responsibilities in engaging in anti-racism and anti-colonialism practice within their professional practice.
- 3. Construct a professional practice framework to guide their social work practice.**
- 3.1 Integrate social work knowledge together with knowledge from humanities, social sciences and other academic disciplines and to advance professional practice, policy development, research, and service provision.
 - 3.2 Assess the importance and legitimacy of multiple approaches to values (axiology), being (ontology), knowing (epistemology), and doing (praxeology) that are consistent with the paradigms of anti-racism and anti-colonialism, and principles of social justice and equity.
 - 3.3 Appraise a variety of social work theories, perspectives, and methodologies and use this knowledge to critically analyze professional and institutional practices with an antioppressive lens.
 - 3.4 Use their professional role to advance equitable and just policies, services, and practices.
 - 3.5 Employ approaches and practice skills to promote mental health and holistic well-being, including physical, mental, emotional, and spiritual components, at micro, mezzo and macro levels of social work practice. **(FSW specific PLO)**
- 4. Examine and challenge the injustices of Canada's settler colonial history as it relates to the role of social workers in Canadian and global contexts.**
- 4.1 Identify the multiple expressions and experiences of colonialism that exist within Canada and globally.
 - 4.2 Analyze how colonizing narratives have been and continue to be embedded in social work practice, policy, research, and education.
 - 4.3 Recognize and challenge how social work practitioners and the profession have been complicit in historical and current expressions of colonial violence and injustice.
 - 4.4 Reconcile a plurality of world views and recognize the implications of the dominance of Euro-Western world views in their professional practice.
 - 4.5 Examine the relationship between settler colonialism and various forms of racism, discrimination and oppression experienced by racialized communities, including



- anti-Indigenous racism and anti-Black racism and apply this knowledge to their anti-oppressive practice and social justice activism. **(FSW specific PLO)**
- 4.6 Analyze anti-colonialism and white supremacy as key components of settler colonialism and assess their impact on the role of a social worker. **(FSW specific PLO)**
- 5. Understand, value, and engage in multi-directional and collaborative relationships in their social work practice with Indigenous Peoples and communities.**
- 5.1 Apply their learning about Treaty relationships, The Royal Commission on Aboriginal Peoples, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the Calls to Action of the Truth and Reconciliation Commission, Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, the Viens Report from the Commission of inquiry into Aboriginal Relations, and certain public services in Quebec to reconciliation and the development of their professional practice framework.
- 5.2 Value and apply practice skills, Indigenous ways of being and decolonizing approaches in their social work practice to demonstrate relational solidarity with the self-determination of Indigenous Peoples.
- 5.3 Distinguish the nature of Indigenous social work, Indigenous knowledge, and Indigenous healing practices.
- 5.4 Honour and include Indigenous languages, healing practices, ceremony, and protocol in their social work practice.
- 5.5 Identify and implement practices that support the resilience and resistance of diverse Indigenous Peoples, communities and languages.
- 5.6 Recognize and take action to rectify the oppressive history and harms perpetrated against Indigenous Peoples and communities by the social work profession and include Indigenous approaches to self-determination and holistic wellness when engaging in social action. **(FSW specific PLO)**
- 6. Build collaborative relationships with Francophone Peoples and communities in their social work practice.**
- 6.1 Identify and rectify the various forms of disrespect, marginalization and stereotyping towards Francophones, their communities and their cultures.
- 6.2 Recognize and advance the constitutional guarantees of status, rights, and privileges of Francophone peoples and communities.
- 6.3 Analyze the issues, challenges, and realities facing Francophone peoples and communities that vary across geographical contexts.
- 6.4 Honour the importance of language and cultural retention and expansion and the importance of active offering of French language in the delivery of social services.
- 6.5 Critically reflect on the implications for anti-racist and anti-oppressive social work practice in the context of diversity in Francophone communities.



- 7. Promote human rights and engage in social action to eradicate all forms of injustice and inequity based on race, gender, ethnicity, sexual orientation, age, socioeconomic status, religion, political beliefs, geographic location, mental health, physical health, and disability.**
 - 7.1 Formulate and implement strategies and actions to address structural sources of injustice and inequity experienced by diverse racialized peoples, people with disabilities, Indigenous Peoples, LGBTQ2S populations, gender diverse, women, immigrant and refugee populations, and all marginalized persons.
 - 7.2 Assess the role of social structures in limiting and/or advancing human and civil rights and in creating injustices and inequities.
 - 7.3 Identify and implement strategies and actions to honour diverse lived experiences and advance human rights, anti-racism and social justice in Canadian and global geographic, cultural, social, environmental and spiritual practice contexts.
 - 7.4 Understand and define intersectionality and apply intersectionality theory and intersectional approaches to social work practice.

- 8. Identify and take action to rectify all forms and sources of racism, including systemic, structural, interpersonal, and epistemic.**
 - 8.1 Analyze the historical context of racism and social work's involvement.
 - 8.2 Understand the intersection of anti-racism, anti-colonialism, equity and social justice.
 - 8.3 Identify and challenge how white privilege narratives have been, and continue to be, embedded in social work practice, policy, research, and education.
 - 8.4 Analyze how social work practitioners and the profession have been complicit in historical and current expressions of racial violence and injustice and challenge this involvement.
 - 8.5 Integrate knowledge and skills to recognize and resist all forms of racism, particularly anti-Indigenous, anti-Black and anti-Asian racism, with attention to issues of power and positionality.

- 9. Engage in ecological social work practices to advance environmental sustainability across individual, community, organizational and professional contexts**
 - 9.1 Demonstrate respect for the historical and current significance of relationships Indigenous Peoples and communities have with land and include Indigenous approaches in their ecological social work practice. **(FSW specific PLO)**
 - 9.2 Evaluate the need to create ecologically sustainable communities, economies and natural and built environments, in which all life forms and eco-systems can survive and thrive.
 - 9.3 Demonstrate critical awareness of ecological environment by cultivating respectful relationships and connections with family, community, ancestors, land, water, and natural resources. **(FSW specific PLO)**
 - 9.4 Identify and challenge environmental injustice and racism, and the inequitable burdens borne by those who are socially and economically marginalized in relation to environmental degradation and hazards.



- 9.5 Implement social work methods and skills in environmental social work according to ecological justice principles to create and sustain a biodiverse planetary ecosystem to address climate change through lowering emissions, as well as to promote sustainable development, eradication of poverty, and reduction of inequalities. **(FSW specific PLO)**
- 9.6 Advocate for public policies and social practices that will ensure ecological health and environmental sustainability at local, regional, national and global levels.

10. Integrate social work values and ethics into their professional practice.

- 10.1 Interpret and apply the CASW Code of Ethics, ACSW Standards of Practice, social work codes of ethics from other provinces or jurisdictions, and processes relevant to the practice context to their ethical decision-making process.
- 10.2 Identify and critically analyze the complexities of ethical practice in their professional role as a social worker and across various activities and within spiritual, cultural and institutional contexts.
- 10.3 Cultivate ethically accountable, supportive relationships as defined in the social work code of ethics and standards of practice. **(FSW specific PLO)**
- 10.4 Use critical reflexivity to implement ethical approaches in navigating potential contradictions between social work ethics and employment responsibilities, and institutional codes of conduct.
- 10.5 Demonstrate a personal ethical commitment to supporting the self-determination of individuals, groups and communities in rectifying the historical and current social injustice experienced by Indigenous Peoples, Francophone peoples, and marginalized peoples.
- 10.6 Demonstrate an ethical responsibility to respond to and address racism and colonialism.

11. Apply, evaluate and contribute to social work research.

- 11.1 Apply, participate in, and critique social work research.
- 11.2 Utilize research-related knowledge and skills to evaluate and advance professional practices, policy development, and service provision.
- 11.3 Assess and interpret how research has differentially impacted racialized and other equity deserving groups and the responses that address this inequity.
- 11.4 Apply diverse and Indigenous ways of knowing and anti-racist, decolonizing approaches to research methodology, data analysis and the use of evidence, and include race-based data to inform practice and address racial inequalities.
- 11.5 Identify and integrate practice-informed and evidence-informed approaches into their professional practice to maximize intellectual, cultural, social, and economic impact. **(FSW specific PLO)**
- 11.6 Apply social work ethical values and principles to social work research and research informed practice. **(FSW specific PLO)**
- 11.7 Demonstrate and honour diverse ways of knowing across all social work practice settings. **(FSW specific PLO)**

12. Participate in policy analysis and development



- 12.1 Apply knowledge about laws, social policies and social protection to the holistic well-being of individuals, families, groups, and communities in Canadian and global contexts.
- 12.2 Critically evaluate positive and negative or equitable and inequitable policies and their implications and outcomes, especially for Indigenous Peoples and marginalized peoples, and to participate in efforts to change these policies.
- 12.3 Analyze diverse perspectives on histories of policy development and enactment in Canada. **(FSW specific PLO)**
- 12.4 Apply knowledge and skills to contribute to the development and implementation of new and more equitable social policies.

13. Integrate knowledge and skills to engage in organizational and societal systems' change

- 13.1 Analyze organizational and societal systems to identify social movements, social inequities, injustices, and barriers.
- 13.2 Examine the role of the state in the structure of service planning and delivery and implications for community.
- 13.3 Critically evaluate the social, historical, economic, legal, political, institutional, and cultural contexts of social work practice in local, regional, provincial, national, and international urban and rural locations.
- 13.4 Integrate social work knowledge, practice skills and research skills at BSW level within the social environment across local and/or global organizations, communities and social systems. **(FSW specific PLO)**
- 13.5 Acknowledge their privilege and use it to serve, advocate, form alliances, challenge oppressive systems, policies and practices and lead social change. **(FSW specific PLO)**
- 13.6 Integrate academic and experiential learning and skills into leadership ally roles to influence organizational and societal systems and change oppressive social conditions.