



Course & Session Number	SOWK 304 L04	Classroom	Online
Course Name	Diversity & Oppression Theme Course		
Day(s) & Time	Zoom sessions on: 6:00-8:00 pm MST		
Instructor	Dr. Carol Ing		
U of C E-mail	mcing@ucalgary.ca	U of C Phone	Please contact by email

SYLLABUS STATEMENT

This course examines diversity, colonization, oppression, and intergroup relations associated with the practice of social work in rural, remote, and Indigenous communities. Anti-oppressive frameworks will be introduced for understanding the processes associated with social justice.

COURSE DESCRIPTION

Experiences such as racism, colonization, classism, sexism, heterosexism, ableism and ageism intersect at individual, interpersonal, institutional and systemic levels and create barriers to the realization of social justice. By critically analyzing social work practice in the framework of diversity, power and oppression, this course seeks to develop the linkages between social work practice and social justice in a holistic framework.

The course aims to create a respectful and engaging environment in which students can increase their knowledge and understanding of diversity issues and their implications for social work practice. It addresses the intersection between diversity, oppression, social justice and social work at the personal, cultural and structural levels. It will support students in integrating theoretical and conceptual understandings of diversity and oppression to real life practice situations. The course will also enable students to critically examine their own social location and positionality through critical reflection of their experiences, beliefs and values. This awareness in relation to diversity is fundamental to the practice of social work. Students will also examine issues related to human development, social determinants of health, social policy and social action in the context of diversity and social justice issues.

Co-Requisite: This course is taken concurrently with SOWK 305 – Diversity and Oppression Portfolio course.

COURSE LEARNING OUTCOMES

Upon completion of this course, students will be able to:

1. Identify their professional role in advancing human rights and responsibilities and social justice in the context of the local community, Canadian society, United Nations Indigenous peoples' rights, and internationally.
2. Understand the role social structures can play in limiting human and civil rights and employ professional practices to ensure the fulfillment of human and civil rights and advance social justice for individuals, families, groups and communities.
3. Recognize diversity and difference as a crucial and valuable part of living in a society.
4. Describe how discrimination, oppression, poverty, exclusion, exploitation, and marginalization have a negative impact on particular individuals and groups and strive to end these and other forms of social injustice.
5. Understand how social determinants of health affect the well-being of individuals, families, groups, and communities, including rural, northern, and Indigenous populations and work toward ending sources of inequity.
6. Discuss social policies in relation to the wellbeing of individuals, families, groups and communities in Canadian and global contexts.
7. Describe social policy implications for northern, rural, and Indigenous communities.

LEARNING RESOURCES

REQUIRED TEXTBOOKS AND/OR READINGS

Gumbrill, G. & Yee, J.Y. (2019). *Anti-oppressive social work: Ways of knowing, talking and doing*. Oxford University Press.

Additional module readings (outline below) are available for students through D2L.

Module 1: Diversity and Anti-oppressive Generalist Practice

- Required readings from course text: Gumbrill & Yee - Chapters 1, 2, 3
- Canadian Association of Social Workers. (2005). *Code of Ethics*. Retrieved from: https://www.casw-acts.ca/files/attachements/casw_code_of_ethics.pdf
- Young, I. M. (2018). Five faces of oppression. In M. Adams, W. Blumenfeld, D. Catalano, K. DeJong, H. Hackman, L. Hopkins, X. Zuniga, (Eds). *Readings for diversity and social justice* (pp. 49-59). NY: Routledge. Originally published in *Diversity, Social Justice, and Inclusive Excellence: Transdisciplinary and Global Perspectives* (2014)

Free on publisher's website: <https://www.sunypress.edu/pdf/62970.pdf>

LCR e-book: <https://ebookcentral-proquest-com.ezproxy.lib.ucalgary.ca/lib/ucalgary-ebooks/reader.action?docID=3408886&ppg=26>

Module 2: Embracing Differences

- Required readings from course text: Gumbrell & Yee - Chapter 4, 5, 6
- Mullaly, B. & West, J. (2018). The “web”: The multiplicity of, intersectionality, and heterogeneity of oppression and privilege. In B. Mullaly & J. West, *Challenging oppression and confronting privilege* (3rd ed., pp. 258-275). Don Mills, ON; Oxford. **PDF will be posted on D2L.**

Module 3: Human Development and Environments

- Greene, R. R., & Schriver, J. M. (2016). Human behavior and the social environment: An ecological base. *Handbook of human behavior and the social environment* (pp. 17-34). New Brunswick, NJ: Transaction. <https://www-taylorfrancis-com.ezproxy.lib.ucalgary.ca/chapters/mono/10.4324/9780203790304-2/human-behavior-social-environment-ecological-base-roberta-greene-joe-schriver>
- Simard, E., & Blight, S. (2011). Developing a culturally restorative approach to Aboriginal child and youth development: Transitions to adulthood. *First Peoples Child & Family Review*, 6(1), 28-55. <https://ezproxy.lib.ucalgary.ca/login?url=https://search.ebscohost.com/login.aspx?direct=true&db=sih&AN=74584375&site=ehost-live>

Module 4: Social Determinants of Health

- Required reading from course text: Gumbrell & Yee - Chapter 8
- Greenwood, M. L., & de Leeuw, S. N. (2012). Social determinants of health and the future well-being of Aboriginal children in Canada. *Paediatrics & Child Health*, 17(7), 381-384. <https://academic-oup-com.ezproxy.lib.ucalgary.ca/pch/article/17/7/381/2647024>
- Hankivsky, O., & Christoffersen, A. (2008). Intersectionality and the determinants of health: A Canadian perspective. *Critical Public Health*, 18(3), 271-283. <https://www-tandfonline-com.ezproxy.lib.ucalgary.ca/doi/full/10.1080/09581590802294296>

Module 5: Colonization and Decolonization

- Required readings from course text: Gumbrell & Yee - Chapter 7
- Absolon, K. (2019). Indigenous wholistic theory: A knowledge set for practice. *First People Child & Family Review*, 14(1), 74-87. <https://ezproxy.lib.ucalgary.ca/login?url=https://search.ebscohost.com/login.aspx?direct=true&db=sih&AN=63988403&site=ehost-live>
- Blackstock, C. (2019). The occasional evil of angels: Learning from the experiences of Aboriginal peoples and social work. *First People Child & Family Review*, 14(1), 137-152. <https://ezproxy.lib.ucalgary.ca/login?url=https://search.ebscohost.com/login.aspx?direct=true&db=sih&AN=36406992&site=ehost-live>
- Canadian Research Institute for the Advancement of Women. (2016). *Colonialism and its impacts*. ISBN: 978-1-894876-52-0. <https://www.criaw-icref.ca/publications/local-women-matter-3-colonialism-and-its-impacts/>

Module 6: Social Policy and Social Justice

- Required readings from course text: Gumbrell & Yee - Chapter 11, 12
- Breton, M., Cox, E., & Taylor, S. (2003). Social justice, Social policy and social work: securing the connection. *The Social Policy Journal*, 2(1), 3-20.

<https://ezproxy.lib.ucalgary.ca/login?url=https://search.ebscohost.com/login.aspx?direct=true&db=sih&AN=27708540&site=ehost-live>

Module 7: Social Action

- Required readings from course text: Gumbrill & Yee - Chapter 9, 10, 13

Module 8: Summary, Integration, and Evaluation

- No assigned readings

LEARNING TECHNOLOGIES AND REQUIREMENTS

A D2L site is set up for this course which contains required readings and other relevant class resources and materials. A laptop, desktop or mobile device with Internet access, microphone and speaker is required for D2L and Zoom access.

RELATIONSHIP TO OTHER COURSES

SOWK 304 is one of the four foundation theme courses in the BSW Learning Circles Program. It must be completed concurrent with SOWK 305: Social Work Diversity and Oppression Portfolio Project.

CLASS SCHEDULE

This course is delivered fully online and is divided into eight modules. We will work through the modules together, so that we can maximize our learning from each other. Each of the modules will include a variety of learning activities, which may include assigned readings, D2L discussion boards, films, Zoom class sessions, recorded presentations, guest speakers, etc. A full list and description of each activity in each module will be listed on the D2L site for the course.

D2L Discussions

Our discussions in D2L are a key aspect of our learning in this course. The advantage of the discussion board is that it is asynchronous, that is, we can all contribute at a time that is convenient to each of us. Discussion postings remain on the site for the duration of the course, although I expect your contributions to the discussion board to be timely to the unit being discussed by the class.

Zoom Class Sessions

Zoom is a web conferencing program that will allow us to meet at specific times for a “live” web conference, so that we can have the opportunity to meet each other virtually and discuss relevant issues. There will be one Zoom session per module, for a total of eight Zoom sessions. These sessions are mandatory, and students are expected to attend all sessions.

Overview of Course Schedule

Module Dates	Module: Topics	Module: Zoom Sessions
Sep 7-18	Module 1: Diversity, AOP Generalist Practice	Tue, Sep. 7, 6 - 8pm MST

Sep 19-29	Module 2: Embracing Differences	Tue, Sep. 21, 6 - 8pm MST
Sept 31-Oct 11	Module 3: Human Development & Environments	Tue, Oct 5, 6 - 8pm MST
Oct 12-22	Module 4: Social Determinants of Health	Tue, Oct 12, 6 - 8pm MST
Oct 23-Nov 4	Module 5: Colonization & Decolonization	Tue, Oct 26, 6 - 8pm MST
Nov 5-Nov 20	Module 6: Social Justice & Social Policy	Tue, Nov 16, 6 - 8pm MST
Nov 7-13	Term Break	No Classes
Nov 21-Dec 1	Module 7: Social Action	Tue, Nov 23, 6 - 8pm MST
Dec 2-9	Module 8: Summary & Integration	Tue, Nov 30, 6 - 8pm MST

IMPORTANT DATES FOR FALL 2021

- Block Week: August 30 – September 3, 2021
- Labour Day, Monday, September 6, 2021
- Start of Classes: Tuesday, September 7, 2021
- National Day of Truth and Reconciliation: Thursday, September 30, 2021
- Thanksgiving Day: Monday, October 11, 2021
- Remembrance Day: Thursday, November 11, 2021
- Term Break, no classes: Sunday – Saturday, November 7-13, 2021
- End of Classes: Thursday, December 9, 2021
- End of Term: Friday, December 24, 2021
- Add/Drop/Swap and Withdraw deadlines: Check the Student Centre

** Please note that the University of Calgary recognizes Thursday, September 30, 2021, as the National Day of Truth and Reconciliation. This is a federal holiday. University operations are closed on this day.

ADDITIONAL CLASSROOM CONDUCT AND RELATED INFORMATION

EQUITY, DIVERSITY, INCLUSION AND RECONCILIATION

The Faculty of Social Work (FSW) is committed to promoting and actualizing equity, diversity, inclusion and reconciliation. We affirm that diversity and differences are enriching and valuable, and that they can strengthen our teaching, learning, research, and community connections. We aim to foster an inclusive,

thriving environment for our students, staff, postdoctoral fellows, and community members. We acknowledge systemic inequities and compounded disadvantages due to intersectionality of social locations particularly for those who are members of the racialized, Indigenous peoples, disability and 2SLGBTQ+ communities, as well as those who have experienced socioeconomic, caregiving, religious, cultural barriers to their education. We recognize, honour and integrate into our work diverse perspectives, experiences, and strengths. <https://socialwork.ucalgary.ca/about/about-faculty/equity-diversity-and-inclusion>.

GUIDELINES FOR ZOOM SESSIONS IN ONLINE CLASSES

Students are expected to participate actively in all Zoom sessions. If you are unable to attend a Zoom session, please contact your instructor to arrange an alternative activity for the missed session (e.g., to review a recorded session) for your best learning experiences. Please be prepared, as best as you are able, to join class in a quiet space that will allow you to be fully present and engaged in Zoom sessions. Students will be advised by their instructor when they are expected, if they are able, to turn on their webcam (for group work, presentations, etc.). All students are expected to behave in a professional manner during the session.

MEDIA RECORDING FOR ASSESSMENT OF STUDENT LEARNING

The instructor may use media recordings as part of the assessment of students. This may include but is not limited to classroom discussions, presentations, clinical practice, or skills testing that occur during the course. These recordings will be used for student assessment purposes only and will not be shared or used for any other purpose.

ZOOM RECORDINGS OF ONLINE CLASSES

The instructor may record online Zoom class sessions for the purposes of supporting student learning in this class – such as making the recording available for review of the session or for students who miss a session. Students will be advised before the instructor initiates a recording of a Zoom session. These recordings will be used to support student learning only and will not be shared or used for any other purpose.

ASSESSMENT COMPONENTS

Assignments

1. Integrative Module Assignments – 70%. Due on the last day of each module

Aligned Course Learning Outcomes: 1 - 7

At the end of each module or two modules, students will complete brief assignments (750-1000 words, as listed below) integrating key content from each module or set of modules. The focus of these assignments is on critical reflection, analysis and application of theory to practice. Each assignment will be described more fully within each module. Briefly, they are:

Integrative Module Assignments	Due (11:59 pm MT)	Weight
1. Module 1 & 2 – My Identity, Social Work and Social Justice	29 September 2021	15%

2. Module 3 & 4 – Case Analysis	22 October 2021	15%
3. Module 5 – Colonization & Decolonization	4 November 2021	15%
4. Module 6 & 7 – Social Action on Social Policy Issue	1 December 2021	15%
5. Module 8 – Final Reflections on Course Learnings	8 December 2021	10%

Written assignments should be 750 – 1000 words, double-spaced, 11-point Calibri font or Times New Roman 12 point with 1" margins. Assignment must follow APA (7th edition) guidelines. Further details and rubric will be posted to D2L. The assignment should be submitted via the Dropbox on D2L by 11:59 pm MT on the last day of each module. Criteria for the marking outline will include content, breadth and scope, analysis, organization, discussion, and standard of writing.

2. Participation (30%) – Self-evaluation due by December 10th

Aligned Course Learning Outcomes: 1 - 7

The participation grade awards you marks for your dedication to being an active learner in the different components of the course. The participation grade will be allocated based on the following elements D2L discussion boards, Zoom attendance and participation and self-evaluation. These will involve as follows:

- Your active engagement and participation the **D2L discussion boards**. You are expected to contribute at least 2 postings per module (*1 posting per module set and 1 meaningful reply to a fellow student*) to the discussion boards. Issues relating to diversity, oppression and social justice are often thought-provoking, challenging and absorbing. Thus, I expect that we will be engaged in discussions frequently. Keep in mind that just logging on is not the same as actively participating. Discussion board involvement means *substantial engagement* with the course site (i.e., participation in discussion boards, discussions that are in depth, interesting, and engaged with critical and core issues). Assessment of posts will be based on timeliness, relevance, and quality. Quality of all postings will be assessed based on the depth of the contribution – therefore, postings that reflect application of ideas, combination of concepts, evaluation, critique, demonstrating breadth and depth and accuracy of content area etc. will be graded higher than those that restate or repeat information. Postings to the discussion board should demonstrate a scholarly contribution to issues being discussed in class; clearly links to module content, text, readings as well as other sources and in APA 7th ed. and demonstrates articulate grammar and writing style. I expect you to be open about your reactions to topics and respectfully challenge one another. I also encourage and expect you to take the lead in facilitating D2L discussions to focus on issues that are of interest, relevance and importance to you demonstrate articulate grammar and writing style. Please note: Reviewing and responding to other student posts is important as this encourages dialogue *and* I only read final submissions of any assignment.
- Your attendance and active participation in the **Zoom sessions**. You are required to attend and participate in all eight Zoom sessions for the course. If you must miss a session for a valid reason, please contact me prior to the session to notify me and arrange a make-up assignment. A second missed Zoom session will result in participation grades (1.75 marks per missed session) being deducted from this component of the course.

At the end of the term, submit a written **self-evaluation** (1-2 pages) of course participation in which you assess your contribution to course activities. A title page and referencing are not required but please ensure that your full name is clearly visible on your paper. Your participation mark will be based on your ongoing timely presence in the different aspects of the course and your self-evaluation. Students are

required to complete a self-evaluation and suggest a recommended grade. The instructor will review your participation online and determine the final grade.

Marks will be assigned as follows:

- Modules 1-7 discussion boards (minimum 2 postings per module) = 14 marks (1 mark per response)
- Zoom sessions (attendance and active participation in 8 Zoom sessions) = 14 marks (1.75 per session)
- Self-evaluation = 2 marks

Assessment Criteria: Assessment rubrics that will be provided in-class/posted on D2L, where applicable.

ADDITIONAL ASSESSMENT AND EVALUATION INFORMATION

ATTENDANCE AND PARTICIPATION EXPECTATIONS

- Students are expected to be fully present and engaged in each class activities and discussions. These are part of the participation grade, as outlined in the assessment components section above.
- Students are required to contact instructor in advance or within 24 hours of missing a Zoom session to arrange a make-up assignment for participation grade.

GUIDELINES FOR SUBMITTING ASSIGNMENTS

- Please submit all assignments (including the self-evaluation) electronically through their respective Dropbox in D2L. Assignments may be submitted in Word or PDF format. Assignments should have a file name as follows: "Full name and title of assignment" (*e.g., Jane Smith: Title of the Assignment*). Assignments are due by 11:59pm on their due date. Please note that it is the student's responsibility to keep a copy of each submitted assignment and to ensure that the proper version is submitted."

Note: All Discussion postings or responses are posted in the Discussion forum

LATE ASSIGNMENTS AND EXTENSIONS

- Late assignments will be accepted only in exceptional circumstances (i.e. jury duty, family death, or extreme illness) and at the discretion of the instructor. Late assignments without instructor approval will receive a late penalty of 5% per day for up to 7 days (includes weekends, holidays and study days) after which the assignment will receive a "0" grade. No assignments accepted after 7 days.
- Extensions are only given for exceptional circumstances and only if requested within 24 hours in advance of the assignment due date. The amount of time is at the discretion of the instructor.

EXPECTATIONS FOR WRITING

- All written assignments and discussion postings will be assessed partly on writing skills. Writing skills include not only surface correctness (grammar, punctuation, sentence structure, etc.) but also general clarity and organization. Sources used in research papers must be properly documented and

referenced in APA 7th edition format. If you need writing support, please connect with the Student Success Centre, at: <https://www.ucalgary.ca/student-services/student-success/writing-support>

ACADEMIC MISCONDUCT

- It is expected that all work submitted in assignments is the student’s own work, written expressly by the student for this particular course. Students are reminded that academic misconduct, including plagiarism, has serious consequences, as set out in the University Calendar: <http://www.ucalgary.ca/pubs/calendar/current/k.html>

GRADING

A student’s final grade for the course is the sum of the separate assignments. It is not necessary to pass each assignment separately in order to pass the course.

The University of Calgary **Undergraduate Grading System** and Faculty of Social Work Percentage Conversion will be used.

Grade	Grade Point	Description	Percentage Range
A+	4.0	Outstanding	95 - 100
A	4.0	Excellent – superior performance, showing comprehensive understanding of subject matter	95 – 100
A-	3.7		90 – 94
B+	3.3		85 – 89
B	3.0	Good – clearly above average performance with knowledge of subject matter generally complete	80 – 84
B-	2.7		75 – 79
C+	2.3		70 – 74
C	2.0	Satisfactory – basic understanding of subject matter	65 – 69
C-	1.7		60 – 64
D+	1.3		55 – 59
D	1.0	Minimal Pass – marginal performance	50 – 54
F	0.0	Fail – unsatisfactory performance or failure to meet course requirements	Below 50

COURSE EVALUATION

Student feedback will be sought at the end of the course through the standard University and Faculty of Social Work course evaluation forms. Students are welcome to discuss the process and content of the course at any time with the instructor.

ADDITIONAL SUGGESTED READINGS

See d2I

UNIVERSITY OF CALGARY POLICIES AND SUPPORTS

PROFESSIONAL CONDUCT

As members of the University community, students and staff are expected to demonstrate conduct that is consistent with the University of Calgary Calendar

<http://www.ucalgary.ca/pubs/calendar/current/k.html>

Students and staff are also expected to demonstrate professional behaviour in class that promotes and maintains a positive and productive learning environment. Consistent with the aims of the Social Work Program and the University of Calgary, all students and staff are expected to respect, appreciate, and encourage expression of diverse world views and perspectives; to offer their fellow community members unconditional respect and constructive feedback; and to contribute to building learning communities that promote individual and collective professional and personal growth. While critical thought and debate is valued in response to concepts and opinions shared in class, feedback must always be focused on the ideas or opinions shared and not on the person who has stated them.

Students and staff are expected to model behaviour in class that is consistent with our professional values and ethics, as outlined in the Canadian Association for Social Workers, Code of Ethics (2005) and the Alberta College of Social Work Standards of Practice (2019). Both can be found online at:

<https://acsw.ab.ca/site/practice-resources?nav=sidebar>

ACADEMIC ACCOMMODATION

It is the student's responsibility to request academic accommodations according to the University policies and procedures. Students seeking an accommodation based on disability or medical concerns should contact Student Accessibility Services (SAS). SAS will process the request and issue letters of accommodation to instructors. For additional information on support services and accommodations for students with disabilities, visit www.ucalgary.ca/access/. Students who require an accommodation in relation to their coursework based on a protected ground other than disability should communicate this need in writing to their Instructor. The full policy on Student Accommodations is available <https://ucalgary.ca/legal-services/sites/default/files/teams/1/Policies-Student-Accommodation-Policy.pdf>

RESEARCH ETHICS

"If a student is interested in undertaking an assignment that will involve collecting information from members of the public, they should speak with the course instructor and consult the CFREB Ethics Website (<http://www.ucalgary.ca/research/researchers/ethics-compliance/cfreb>) before beginning the assignment.

ACADEMIC MISCONDUCT

For information on academic misconduct and its consequences, please see the University of Calgary Calendar at <http://www.ucalgary.ca/pubs/calendar/current/k.html>

INSTRUCTOR INTELLECTUAL PROPERTY

Course materials created by professor(s) (including presentations and posted notes, labs, case studies, assignments and exams) remain the intellectual property of the professor(s). These materials may NOT be reproduced, redistributed or copied without the explicit consent of the professor. The posting of course materials to third party websites such as note-sharing sites without permission is prohibited. Sharing of extracts of these course materials with other students enrolled in the course at the same time may be allowed under fair dealing.

COPYRIGHT LEGISLATION

All students are required to read the University of Calgary policy on Acceptable Use of Material Protected by Copyright (<https://ucalgary.ca/legal-services/sites/default/files/teams/1/Policies-Acceptable-Use-of-Material-Protected-by-Copyright-Policy.pdf>) and requirements of the copyright act (<https://laws-lois.justice.gc.ca/eng/acts/C-42/index.html>) to ensure they are aware of the consequences of unauthorised sharing of course materials (including instructor notes, electronic versions of textbooks etc.). Students who use material protected by copyright in violation of this policy may be disciplined under the Non-Academic Misconduct Policy.

FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY

Student information will be collected in accordance with typical (or usual) classroom practice. Students' assignments will be accessible only by the authorized course faculty. Private information related to the individual student is treated with the utmost regard by the faculty at the University of Calgary.

SEXUAL AND GENDER-BASED VIOLENCE POLICY

The University recognizes that all members of the University Community should be able to learn, work, teach and live in an environment where they are free from harassment, discrimination, and violence. The University of Calgary's sexual violence policy guides us in how we respond to incidents of sexual violence, including supports available to those who have experienced or witnessed sexual violence, or those who are alleged to have committed sexual violence. It provides clear response procedures and timelines, defines complex concepts, and addresses incidents that occur off-campus in certain circumstances. Please see the policy available at <https://www.ucalgary.ca/legal-services/university-policies-procedures/sexual-and-gender-based-violence-policy>

OTHER IMPORTANT INFORMATION

Please visit the Registrar's website at: <https://www.ucalgary.ca/registrar/registration/course-outlines> for additional important information on the following:

- Wellness and Mental Health Resources
- Student Success
- Student Ombuds Office
- Student Union (SU) Information
- Graduate Students' Association (GSA) Information