

Fall 2023

Course & Session Number	SOWK 371 S02	Classroom	TBD
Course Name	Social Work and Diversity		
Dates and Time	Start of Classes: Monday, September 11, 2023 End of Classes: Monday, December 4, 2023 Dates and Time: Mondays 9:00-11:50AM Add/Drop/Withdrawal Dates: Please refer to the course-specific deadline in your Student Centre ¹ .		
Instructor	Jane Slessor MSW, RSW	Office Hours	As requested
UCalgary E-mail	Jane.slessor1@ucalgary.ca	UCalgary Phone	Email preferred

OUR COMMITMENT TO EQUITY, RACIAL JUSTICE, DIVERSITY, INCLUSION AND DECOLONIZATION

The Faculty of Social Work (FSW), University of Calgary (UCalgary), is committed to promoting and actualizing equity, racial justice, diversity, inclusion and decolonization. We affirm that diversity and uniqueness are enriching and valuable, and that they can strengthen our teaching, learning, research, scholarship, and community connections. We aim to foster an inclusive, thriving and equitable environment for our students, non-academic and academic staff, and community members.

We take the stand that <u>equity</u> does not mean sameness in treatment of people, but rather requires measures and accommodations for diverse life experiences and circumstances to ensure that no one of a particular social group is disadvantaged, underrepresented or overlooked in all aspects of our work. We intend to address systemic inequities and compounded disadvantages due to intersectionality of social locations, particularly for those who are members of racialized communities, Indigenous peoples, Black peoples, persons with disabilities, migrant groups (including refugees and immigrants), 2SLGBTQ+communities, linguistic minorities as well as those who have experienced socioeconomic, caregiving, religious, political, and/or cultural barriers to their education and employment.

We also recognize, honour, and integrate into our work diverse perspectives, ways of knowing and doing, experiences, and strengths. An anti-oppressive lens, particularly intersectional, anti-colonial, anti-racist and decolonizing frameworks, will inform our work.

¹ In the Enrolled Courses table, under Deadlines, click on the Calendar icon by each course and the deadlines will appear.

Please refer to our full statement of <u>Our Commitment to Equity, Racial Justice, Diversity, Inclusion and Decolonization</u>, the work of the faculty's <u>Anti-Black Racism Task Force</u>, and the university's <u>Indigenous Strategy</u>.

SYLLABUS STATEMENT

Students will critically examine the issues of diversity and the power relations that form common links among the experiences of oppression and marginalization in Canadian society.

COURSE DESCRIPTION

The in-person course is designed to create a respectful and engaging environment in which students can increase their knowledge and understanding of social justice issues and their implications for their social work practice. During the semester, students will be engaged in theoretical dialogues, experiential learning, personal reflection, and critical reading.

Working from an anti-oppressive perspective, students will critically explore the relevant concepts of diversity, oppression, equity, and social justice at the personal, cultural, and structural levels. The course will also enable students to critically examine their own social location or positionality through critical reflection of their experiences, beliefs, and values. This awareness, in relation to belonging, dignity and justice, is fundamental to the practice of social work where difference is understood to be an asset to society. In addition, this course will facilitate a critical examination of the dynamics relevant to various forms and intersections of oppression, including racism, colonization, classism, sexism, ableism, and ageism. The course will assist students to integrate theoretical and conceptual understandings of dignity, belonging, equity and justice to practice situations.

COURSE LEARNING OUTCOMES

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

- 1. Understand the relationship between critical social work theories and practice in the context of diversity, oppression, equity and social justice, and the implications for social work practice.
- 2. Understand key concepts, theories or frameworks that will assist in taking a social justice approach to transformative social work practice.
- 3. Demonstrate critical self-awareness of their own personal identities and experiences, socialization, values, biases, privileges, and positionality and how their social identity impacts their social work practice.
- 4. Understand the pervasiveness of systems of oppression (the "isms") at all levels of society and the impacts of these systems, the intersections that play out among all social identities, and the implications for social work practice.
- 5. Articulate their own understanding of how power relations, knowledge and language contribute to shaping oppressive social structures and unbalanced power relations.
- 6. Given the unique position of Indigenous people in Canada and the historic and ongoing conflicted relationship to the profession, understand the history of colonization and its enduring impact on Indigenous Peoples, communities, and nations.

7. Identify and demonstrate critical awareness and reflection, knowledge, and practice skills necessary to resist oppression and promote equity, dignity, belonging and social justice in the profession and in their communities.

LEARNING RESOURCES

REQUIRED TEXTBOOKS AND/OR READINGS

Dumbrill, G. C., & Yee, J. Y. (2018). *Anti-oppressive social work: Ways of knowing, talking, and doing.* Oxford University Press.

Other reading materials can be found on the D2L site.

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

This course is fundamental to developing critical analysis and reflection skills, and to understanding theories of power, issues of diversity and oppression, and social work's ethical and professional commitment to addressing issues of marginalization and promoting social change. The lens developed through this course can be applied to all other social work courses and activities.

CLASS SCHEDULE

Important Dates for Fall 2023

- o Start of Term: Monday, August 28, 2023
- o First Day of Class: Tuesday, September 5, 2023
- o End of Term: Friday, December 22, 2023
- o Last Day of Class: Wednesday, December 6, 2023
- o Fee Deadline: Friday, September 22, 2023
- o Labour Day, no classes: Monday, September 4, 2023
- o National Day for Truth and Reconciliation, no classes: Saturday, September 30, 2023
- o Thanksgiving Day, no classes: Monday, October 9, 2023
- o Remembrance Day, no classes: Saturday, November 11, 2023 (observed Monday, November 13)

Class Schedule

Week	Assigned Readings/ Activities	Synchronous Session* Topic	Tasks Due
Week 1:	READ: Dumbrill & Yee (2018) Ch.1	Introductions	

Sept 11,		Course Outline	
2023		Ground Rules	
		Ground Rules	
		Review	
		Assignments	
		Intro to	
		Oppression	
Week 2:	READ:	Critical Thinking	Reflection #1:
Comt 10	Dumbrill & Yee (2018) Ch.2 & Ch.3	and Critical Self-	Evensies 1.1
Sept 18, 2023	Taiwo, A. (2021). Social workers' use of critical	Reflection and Power	Exercise 1.1 Implicit Bias
2025			
	reflection. <i>Journal of Social Work, 22</i> (2), 384-401.		Due September
	https://doi-		22, 2023
	org.ezproxy.lib.ucalgary.ca/10.1177/1468017321101		
	0239		
Week 3:	READ:	Whiteness	PechaKuchas
	Dumbrill & Yee (2018) Ch.4	Williams	i cenakuenas
Sept 25,	,		
2023	Wright, K., Kortney, A.C. & Becci, A.A. (2021). The	PechaKuchas	
	whitewashing of social work history. How dismantling racism in social work education begins with an		
	equitable history of the profession. Advances in		
	Social Work, 21(2/3), 274-297.		
	https://journals.iupui.edu/index.php/advancesinsocia		
	lwork/article/view/23946		
	LISTEN:		
	Doin' the Work: Frontline Stories of Social Change		
	Podcast Episode 27: White Supremacy in Social Work		
	https://dointhework.podbean.com/e/white- supremacy-in-social-work-charla-cannon-yearwood-		
	lsw-and-laura-hoge-lcsw/		
	OR		
	Doin' the Work: Frontline Soties of Social Change		
	Podcast,		
	Episode 49: Stop Whitewashing Social Work History		
	https://dointhework.podbean.com/e/stop-		
	whitewashing-social-work-history-tell-the-truth-		
	kelechi-wright-lcpc-kortney-carr-lcsw/		

Week 4: Oct 2, 2023	READ: Dumbrill & Yee (2018) Ch.5 Crenshaw, K. (1991). Mapping the margins: Intersectionality, Identity politics, and violence against women of color. Stanford Law Review, 43(6), 1241-1299. https://heinonline- org.ezproxy.lib.ucalgary.ca/HOL/Page?lname=&public=false&collection=journals&handle=hein.journals/stflr43&men_hide=false&men_tab=toc&kind=&page=1 241 WATCH: Kimberlé Crenshaw WOW Video:	Isms and Intersectionality Pt.1: Racism & Sexism PechaKuchas Guest speaker: TBD	Reflection #2: Exercise 4.4 Power Flower Due October 6, 2023 PechaKuchas
	https://www.youtube.com/watch?v=-DW4HLgYPIA		
Week 5: Oct 9, 2023		No class Oct. 9 – Thanksgiving Day	
Week 6: Oct 16, 2023	READ: Dumbrill & Yee (2018) Ch.6 Doll, K, Brown, C., Johnstone, M., & Ross, N. (2023). Neoliberalism, control of trans and gender diverse bodies and social work. <i>Journal of Evidence-Based Social Work, 20</i> (4), 568-594. https://doi.org/10.1080/26408066.2023.2192707	Isms and Intersectionality Pt.2: Heterosexism and Cissexism Guest speaker: Kaitrin Doll MSW, RSW they/them PechaKuchas	Reflection #3: Exercise 5.3 Intersectionality Due October 20, 2023 PechaKuchas
Week 7: Oct 23, 2023	READ: Azulai, A. (2014) Ageism and future cohorts of elderly: Implications for social work. <i>Journal of Social Work Values and Ethics, 11</i> (2), 2-12. https://doi.org/10.1080/09687599.2019.1566889 Goodley, D., Lawthorn, R., Liddiard, K., & Runswick-Cole, K. (2019). Provocations for critical disability studies. <i>Disability & Society, 34</i> (6), 972-997. https://doi.org/10.1080/09687599.2019.1566889	Isms and Intersectionality Pt. 3: Ableism, Ageism, and Sanism PechaKuchas Guest Speaker: Amy Quintal IMSW, RSW	PechaKuchas

	WATCH:		
	TEDx Talk - Sanism, Dr. Jennifer Poole: https://www.youtube.com/watch?v=hZvEUbtTBes		
Week 8: Oct 30, 2023	READ: Dumbrill & Yee (2018) Ch.7 Absalon, K. (2016). Wholistic and ethical: Social inclusion with Indigenous Peoples. Social Inclusion, 4(1), 44-56. https://doi.org/10.17645/si.v4i1.444 WATCH: Nikki Sanchez Decolonization is for Everyone https://www.youtube.com/watch?v=QP9x1NnCWNY REVIEW: TRC Calls to Action	From Colonization to Decolonization Guest speaker: Ken Armstrong: The Process is the Outcome PechaKuchas	Reflection #4: What role will you play in decolonization? Due November 3, 2023 PechaKuchas
Week 9: Nov 6, 2022	READ: Dumbrill & Yee (2018) Ch.8 Stark, C. (2018). The neoliberal ideology, its contradictions, the consequences and challenges for social work. <i>Annual of Social Work, (1),</i> 39-63. https://core.ac.uk/reader/212473240	Poverty and Class PechaKuchas	PechaKuchas
Week 10: Nov 13, 2023		No class Nov 13 – Fall Break Nov 12- 18, 2023	
Week 11: Nov 20, 2023	READ: Dumbrill & Yee (2018) Ch. 10 Askheim, O.P., Beresford, P. & Heule, C. (2017). Mend the gap – strategies for user involvement in social work education. <i>Social Work Education</i> , <i>36</i> (2), 128-140. https://doi.org/10.1080/02615479.2016.1248930	Service User's Theory PechaKuchas	PechaKuchas
Week 12:	READ: Ch. 11	Anti-Oppressive Practice (Micro Level)	PechaKuchas Diversity Manifesto

Nov 27, 2023	Raineri, M.L. & Calcaterra, V. (2018). Social work strategies against crisis in everyday practice: An antioppressive case study. <i>International Social Work,</i> 61(1), 130-142. https://doi.org/10.1177/0020872815606793	PechaKuchas	December 1, 2023
Week 13: Dec 4, 2023	READ: Dumbrill & Yee (2018) Ch.12 & 13 Boucher, L. (2018). Radical visions, structural constraints: Challengers to anti-oppressive practice in feminist organizations. <i>Affilia</i> , 33(1), 24-38. https://doi.org/10.1177/0886109917730042 REVIEW: Centre for Community Organizations. (2019). White supremacy culture in organizations. Centre for Community Organizations.	Anti-Oppressive Practice (Mezzo/Macro Level)	

ADDITIONAL CLASSROOM CONDUCT AND RELATED INFORMATION

GUIDELINES FOR ZOOM SESSIONS IN ONLINE CLASSES (if class moves online due to COVID-19 restrictions)

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. Unless advised (or agreed) otherwise by their instructors, video cameras should be turned on during class and students are expected to manage their microphones as required. All students are expected to behave in a professional manner during all Zoom sessions.

ASSESSMENT COMPONENTS

1. Looking In: Guided Reflections/Reflective Journals (40%; 4 x 10% each)

Due: Sept 22, Oct 6, Oct 20, Nov 3 by 11:59 a.m.

Students will complete four video or audio reflections or written reflective journals (student's preferred choice) on the provided reflective queries (queries provided on D2L) over the course of the semester. Video/audio reflections and journal entries are to be critically self-reflective in nature and focused on the journal prompts or queries provided on D2L, and one's interaction with other aspects of the course material (synchronous sessions, D2L resources, and assigned readings). Reflections will

include connections to multiple aspects of course content, personal learnings, professional learnings, and an emerging question for future exploration. Recordings will be approximately 5-7 minutes. Journals will be approximately 500-750 words.

A detailed rubric will be available on D2L.

APA 7 citation and referencing format is expected.

Reflections/journals will be submitted through D2L Drop Box before 11:59 am on the relevant due date.

2. Speaking Up: PechaKucha Presentations (25%)

Due throughout term – see course outline (dates will be chosen during first class)

PechaKucha is a form of virtual storytelling where people present a topic or story in a creative, fun, and informal way using a timed slideshow with relevant images (see www.PechaKucha.com for more information and examples). Students will prepare a PechaKucha presentation on a chosen relevant topic. Students will use 20 images (slides) for their PechaKucha. Presentations will be 10 minutes in total. Students should prepare for questions and discussion along with other presenters going the same day.

More information, instructions, resources, and a detailed rubric will be available on D2L.

APA 7 format is not expected, although references used should be cited and provided (as an additional slide, or on a separate document).

3. Making Commitments: Personal Diversity Practice Manifesto (20%)

Due December 1, 2023 11:59am

Students may choose a format of their choice for this assignment. Their manifesto may be a recorded Power Point, a video, a Podcast, a Zine, an infographic, a photo-journal, or a written document. (If students prefer another format not listed, they will discuss with the instructor **before** starting their work).

Building from the course materials, discussions, activities, and reflective journals, as well as past personal, academic and/or practice experience, literature, and course content, students will create their own unique manifesto outlining their critical social work identity how they plan to practice in a context of diversity with an anti-oppressive framework towards dignity, belonging and justice.

Areas for focus will include:

Self-evaluation of relevant experiences and wisdom

When contemplating working in an anti-oppressive way, what are the experiences you have had and the wisdom you possess that will help you? Where are there gaps in your knowledge and/or skill set? Where would you need to focus your attention and learning when you start working in this way? Do you have what you need to engage in anti-oppressive practice at individual, cultural, community, and systemic levels?

Critical self-reflection

Who are you in relation to members of (a) targeted group(s) we have learned about? What is your subjective positionality (social location) in relation to the social location of members of the targeted group(s) you might work with in practice? What implications will your positionality have for practice? Can you identify power dynamics that may emerge in your future work with targeted groups?

As well, what biases, prejudices and/or assumptions did you/do you hold? Is your worldview the same as the worldview of those you might serve? Do you share the same values? How does who you are impact your practice?

Critical practice framework

What are key <u>critical</u> theories or diversity frameworks (minimum two critical theories/frameworks recommended) learned in the class that you can draw on to help you work towards dignity, belonging and justice with targeted groups? Can you describe the theories (your practice framework) and explain why you have chosen them, and how they will help you in practice? Can you connect to literature and course materials here to help you.

Commitments

Identify 3-5 <u>specific</u> and <u>actionable</u> strategies (think SMART goals) that will help you become more proficient in working with diverse targeted groups and indicate how you will ensure you are able to take these steps as planned.

Details

A minimum of five peer-reviewed articles will be engaged for this assignment *in addition to* a minimum of five other pieces of course content (videos, podcasts, newspaper articles, gray literature, etc.). If you have questions about whether a resource is peer-reviewed or not, please do not hesitate to ask. It is recommended that you use materials provided in the course; however, if you may use materials found elsewhere. If unsure, please just ask.

Additional information regarding assignment expectations and a detailed rubric will be available on D2L.

APA 7 citation and referencing format is expected. We will discuss how to do this for the different formats in class.

Assignment will be submitted through D2L Drop Box before 11:59 am on December 8, 2023 (we will discuss submissions in different formats in class).

4. Being Engaged: Participation (15%)

Due throughout the term

Students are expected to attend and participate in class by critically analyzing and sharing experiences, asking meaningful questions, engaging in courteous listening skills, responding to questions and issues raised by their peers and guest speakers, offering feedback, sharing insights from the readings, and engaging in small and large group discussion. Participation marks will be given based on student self-

assessment and overall engagement and participation. More information, and a detailed rubric will be provided on D2L.

ADDITIONAL ASSESSMENT AND EVALUATION INFORMATION

ATTENDANCE AND PARTICIPATION EXPECTATIONS

Because of the participatory nature of this class, attendance is expected. Please connect via email with the instructor ahead of class if you are unable to attend class, will be late, or required to leave early, and accommodations, such as make up assignments, will be made if appropriate.

Missed classes, with no prior excuse from class, may result in loss of participation marks. Additionally, document may be required for prolonged absences and/or missed assignments.

GUIDELINES FOR SUBMITTING ASSIGNMENTS

Please submit all assignments electronically through their respective Dropbox in D2L. Assignments may be submitted in Word or PDF format. Assignments are due before midnight 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.

LATE ASSIGNMENTS

Late assignments will be accepted without penalty only in exceptional circumstances, at the discretion of the instructor, and in cases where an extension has been negotiated **prior to the due date** of the paper. If you believe you will be unable to complete an assignment on time, please email to discuss an extension **prior to the due date**. Assignments otherwise submitted after the due date will be penalized with a deduction of 5% per day late.

EXPECTATIONS FOR WRITING

All assignments 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 format (click here). 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 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 <u>Undergraduate Grading System</u> and Faculty of Social Work Percentage Conversion will be used. This grading system overrides the grading system in D2L.

In cases where student have shown exemplary effort relative to their circumstances, and their final grade falls with *less than* 0.5% of the next letter grade, grades will be rounded up to the next higher letter grade.

Grade	Grade Point	Description	Percentage Range
A+	4.0	Outstanding	95 - 100
А	4.0	Excellent – superior performance, showing comprehensive understanding of subject matter	95 – 100
A-	3.7		90 – 94
B+	3.3		85 – 89
В	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
С	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 and through anonymous formative feedback directly to the instructor. Students are welcome to discuss the process and content of the course at any time with the instructor.

ADDITIONAL SUGGESTED READINGS

Please see the D2L site Leganto Reading list for additional readings.

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's <u>Code of Conduct</u>.

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 <u>Canadian Association for Social Workers</u>, <u>Code of Ethics</u> (2005) and the <u>Alberta College of Social Work Standards of Practice</u> (2019).

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. 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. Please refer to the full policy on Student Accommodations.

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 before beginning the assignment.

Academic Misconduct

For information on academic misconduct and its consequences, please refer to the <u>Integrity and</u> <u>Conduct</u> section in the University of Calgary Calendar.

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 who use materials protected by copyright are expected to comply with the University of Calgary policy on <u>Acceptable Use of Material Protected by Copyright</u> and requirements of the <u>Copyright Act</u> 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 <u>Non-Academic Misconduct Policy</u>.

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 <u>Sexual and Gender-based Violence Policy</u> 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.

Other Important Information

Please visit the Registrar's website 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