



**I. COURSE DESCRIPTION:**

This course engages students from an anti-oppressive framework to examine effective helping skills, advocacy and change strategies that promote inclusion, equity, and social justice. Students will identify and analyze patterns of discrimination and oppression in order to develop entry level multi-cultural competent social service work skills. The course will explore knowledge of divergent worldviews and variables such as sexism, ageism, racism and ableism. Students develop entry level multi-cultural advocacy and intervention skills with diverse client groups.

This course addresses the following vocational standards and essential employability skills as outlined by the Ministry of Education & Training:

**Vocational Standards:**

1. Recognize diverse needs and experiences of individuals, groups, families, and communities to promote accessible and responsive programs and services.
2. Work in communities to advocate for change strategies that promote social and economic justice and challenge patterns of oppression and discrimination.
3. Advocate for appropriate access to resources to assist individuals, families, groups, and the community.
4. Develop and maintain professional relationships which adhere to professional, legal, and ethical standards aligned to social service work.
5. Identify strengths, resources, and challenges of individuals, families, groups, and communities to assist them in achieving their goals.

**Essential Employability Skills:**

1. Communicate clearly, concisely, and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of audiences.
2. Interact with others in groups or teams in ways that contribute to effective working relationships and the achievement of goals.
3. Evaluate her or his own thinking throughout the steps and processes used in problem solving and decision making.
4. Collect, analyze, and organize relevant and necessary information from a variety of sources.
5. Create innovative strategies and/or products that meet identified needs.

**II. LEARNING OUTCOMES AND ELEMENTS OF THE PERFORMANCE:**

Upon successful completion of this course, the student will demonstrate the ability to:

1. Demonstrate awareness of one's own cultural/identity and engage in reflective practice and critical inquiry that promotes working with diverse people.

Potential Elements of the Performance:

- A) Engage in on-going reflection and analysis of personal beliefs, values and behavior to understand one's own identity/culture and experiences of privilege/oppression

- B) Recognize how one's behavior/values/identity impacts the development of professional relationships with others
- C) Gain sufficient self-awareness to eliminate the influence of personal biases and values to ensure behaviours/attitudes that respect and validate diverse perspectives/worldviews
- D) Demonstrate ability to accept constructive feedback and adapt approaches to ensure SSW standards and ethics are applied in the classroom
- E) Demonstrate open and positive regard to self-reflection, classroom learning and collaboration
- F) Show desire to promote justice, equality and social change strategies

2. Develop collaborative, helping relationships with diverse populations.

Potential Elements of the Performance:

- A) Demonstrate SSW entry level skills that emphasize cultural strengths, respect for diversity and resilience of diverse clients
- B) Understand the impact of oppression and incorporate this "context" in SSW practice with diverse clients
- C) Develop strategies that promote social inclusion and awareness of cross-cultural values, ideologies, interaction styles in relation to SSW practice with diverse populations
- D) Ensure the basic rights of clientele are honoured and protected
- E) Work collaboratively with individuals, families and communities to set and achieve goals, utilizing an anti-oppressive and strengths-based approach

3. Determine the social, political, economic and historical roots of oppression and the multicultural context in Canada.

Potential Elements of the Performance:

- A) Identify and explain concepts of "privilege" and "oppression" and impact at the individual, family, community and systemic/societal level
- B) Recognize and explore the impact of "isms" (concepts of culture, power, control, privilege, stratification)
- C) Identify both historical and current systemic issues which oppress or negatively affect people
- D) Identify current Canadian demographic context of diverse populations
- E) Understand how these complex dynamics influence access to and utilization of community social services.

4. Develop an understanding of client and community empowerment as a necessary component of anti-oppressive social service work practice.

Potential Elements of the Performance:

- A) Identify community members, advocacy groups, internet resources engaged in social change efforts that challenge existing power relationships.

- B) Promote justice, equality and access to culturally appropriate services that respect race, origin, language, gender, age, ability, sexual orientation, or socio-economic status
  - C) Identify culturally competent practice with diverse groups
  - D) Demonstrate cultural sensitivity and awareness of the unique aspects of marginalized citizens
5. Demonstrate SSW advocacy skills to become effective ally.

Potential Elements of the Performance:

- A) Identify and apply SSW advocacy skills at individual, family, community and societal level
- B) Understand a variety of theoretical approaches to SSW advocacy
- C) Demonstrate professional oral and written communication advocacy strategies
- D) Advance human rights and social inclusion/justice through the use of advocacy tools learned
- E) Demonstrate ability to develop effective working relationships with diverse people
- F) Adhere to SSW Code of Ethics and Standards of Practice

**III. TOPICS:**

- 1. Understanding Canadian diversity and SSW multi-culturally competent practice that promotes social justice/change.
- 2. Exploring self and engaging in professional reflective practice
- 3. Understanding “isms”, oppression, prejudice, “white privilege”, cultural/racial differences and impact on SSW practice (i.e. ableism, sexism, racism)
- 4. Understanding dynamics of privilege & oppression from a structural perspective
- 5. Application of multi-cultural competent advocacy skills and approaches to diverse individuals, families, groups and communities.

**IV. REQUIRED RESOURCES/TEXTS/MATERIALS:**

Bishop, A. (2002). *Becoming an Ally Breaking the Cycle of Oppression in People*.

Halifax Nova Scotia: Fernwood Publishing

Parada, H., Barnoff, L, Moffatt, K., & Homan, M. (2011). *Promoting Community*

*Change Making It Happen in the Real World* 1<sup>st</sup> Canadian Ed. Toronto: Nelson

Education (Note: book used in SSW300 course)

Additional assigned readings may be provided by professor.

**V. EVALUATION PROCESS/GRADING SYSTEM:**

1. Self and Professional Reflective Practice Assignments	20%
2. Systems of Oppression Assignment	20%
3. Tests/Reading Questions	40%
4. Advocacy Assignment	20%

Professor will provide instructions, grading criteria and due dates in class and post on LMS.

The following semester grades will be assigned to students:

<u>Grade</u>	<u>Definition</u>	<u>Grade Point Equivalent</u>
A+	90 – 100%	4.00
A	80 – 89%	
B	70 - 79%	3.00
C	60 - 69%	2.00
D	50 – 59%	1.00
F (Fail)	49% and below	0.00
CR (Credit)	Credit for diploma requirements has been awarded.	
S	Satisfactory achievement in field /clinical placement or non-graded subject area.	
U	Unsatisfactory achievement in field/clinical placement or non-graded subject area.	
X	A temporary grade limited to situations with extenuating circumstances giving a student additional time to complete the requirements for a course.	
NR	Grade not reported to Registrar's office.	
W	Student has withdrawn from the course without academic penalty.	

**Note:** For such reasons as program certification or program articulation, certain courses require minimums of greater than 50% and/or have mandatory components to achieve a passing grade.

It is also important to note, that the minimum overall GPA required in order to graduate from a Sault College program remains 2.0.

**VI. SPECIAL NOTES:**Attendance:

Sault College is committed to student success. There is a direct correlation between academic performance and class attendance; therefore, for the benefit of all its constituents, all students are encouraged to attend all of their scheduled learning and evaluation sessions. This implies arriving on time and remaining for the duration of the scheduled session.

This is a participatory and skilled based course. To develop understanding of reflective practice, application of anti-oppressive practice, intervention and advocacy skills with diverse people, students must maintain regular attendance. **An 80% attendance rate is the minimum standard.** Students are encouraged to call or email the professor when they are going to be absent from class. **The professor reserves the right to deduct marks for chronic lateness and/or absences beyond 3 classes up to 5% of final grade.**

Explorations in privilege and oppression are not expected to be “comfortable”. Students will be ‘challenged’ to listen effectively, share and may be “stretched outside of their learning comfort zone”. This is anticipated and the professor will assist to promote a safe and respectful classroom yet the intent is not “comfort”.

Students will be expected to come prepared to class to facilitate discussion, actively engage in classroom activities and demonstrate knowledge of assigned readings.

All attempts are made by the Professor to start and end classes on time. Students who arrive late for class **may not** be permitted entry. Students are encouraged to enter class at scheduled break time. Students who chronically arrive late will be asked to meet with the Professor.

#### Assignments/Tests:

All assignments are to be word processed and adhere to APA guidelines unless otherwise indicated by professor. Professor may request assignments to be submitted through Safe Assign Tool on LMS.

Assignments are to be submitted at the beginning of class on established due dates. Late assignments will be handled at the professor’s discretion and subject to a 10% per day (weekends included) grade reduction. If you are ill on assignment due date and cannot attend class, you are expected to email the assignment through LMS. A hard copy is to be submitted upon your return.

Students are encouraged to proactively discuss with the Professor any serious circumstances that might interfere with the timely completion of their assignment. Extensions may be negotiated contingent upon advanced notice (one week) by student.

Students are responsible to contact the professor directly and **immediately** when substantial and substantiated reasons create the need for missing an exam. Students must **email** the professor immediately requesting a make-up test and state the reasons why this is needed. Consideration and determination of the opportunity to make up a missed exam is at the professor’s discretion. Generally, this is granted only for exceptional and substantiated circumstances.

Classroom Conduct:

Students are to follow the agreed upon classroom conduct. As second year SSW students in training, conduct that is reflective of our professional values and ethics is expected. You are expected to display professional social service worker behaviours within this class as outlined by the Professional Development and Participation Guidelines on page 7. **Professor reserves the right to reduce final grade by 5% when classroom guidelines are not consistently followed. Professor will advise student of concerns. Professor will support student to develop strategies to address classroom/professional conduct expectations.**

Students are expected to be familiar with the Student Code of Conduct of Sault College and adhere to this in class.

Plagiarism:

Students should refer to the definition of “academic dishonesty” in *Student Code of Conduct*. The professor/instructor may impose one or more of the following College sanctions: letter of warning, temporary dismissal, letter of probation/sanction, restitution, and/or failing grade. Failure by the student to comply with the sanction imposed will result in the faculty member imposing additional sanctions and/or notifying the Academic Chair. In order to protect students from inadvertent plagiarism, to protect the copyright of the material referenced, and to credit the author of the material, it is the policy of the department to employ a documentation format for referencing source material.

**VII. COURSE OUTLINE ADDENDUM:**

The provisions contained in the addendum located on the portal form part of this course outline.

## PROFESSIONAL DEVELOPMENT AND PARTICIPATION GUIDELINES

### *ALL EXPECTATIONS MET*

- ❑ Demonstrates excellent preparation for class: has read assigned material and references this in class
- ❑ Behaves professionally in the classroom/adheres to established class conduct at an entry level SSW
- ❑ Is prepared with questions and insights from course material
- ❑ Contributes in a significant and focussed way to ongoing discussions
- ❑ Responds thoughtfully and respectfully to other students' comments
- ❑ Shows appreciation and respect for diverse opinions
- ❑ Takes the risk of verbalizing questions, concerns, disagreements
- ❑ Demonstrates consistent, active, on-going involvement in all aspects of the course
- ❑ Demonstrates expected level of self-understanding and commitment to personal and professional development
- ❑ Consistently takes responsibility for asking questions/seeking clarification (related to assignments, class material, discussions, readings, etc.)
- ❑ Evidence that LMS is regularly consulted and used
- ❑ Demonstrates consistent ability to apply learned concepts in classroom activities/lectures/case studies, group work
- ❑ Has attended 90-100% of classes

### **MOST EXPECTATIONS MET**

- ❑ Demonstrates excellent preparation for class: has read assigned material and references this in class
- ❑ Is prepared with questions and insights from course material
- ❑ Contributes regularly and appropriately to ongoing discussions, generates discussion with questions or insights,
- ❑ Responds thoughtfully and respectfully to others' comments
- ❑ Shows ability to respect diverse opinions, beliefs and values
- ❑ Consistently takes responsibility for asking questions/seeking clarification
- ❑ Demonstrates consistent involvement in most aspects of course
- ❑ Demonstrates adequate level of self-understanding and commitment to personal and professional development
- ❑ Behaves professionally in classroom at graduating level
- ❑ Evidence that LMS is regularly consulted and used
- ❑ Has attended a minimum of 80% of classes

### **SOME EXPECTATIONS MET, SOME CONCERNS NOTED**

- ❑ Demonstrates adequate preparation, knows basic material
- ❑ Appears interested in most of the content of course material
- ❑ Initiates and contributes occasionally to class to class discussions, usually respectful of others' opinions and views,
- ❑ Usually takes responsibility for asking questions/seeking clarification
- ❑ Demonstrates involvement in some aspects of the course
- ❑ Demonstrates a limited level of self-understanding, has difficulty accepting constructive feedback and altering behavior to meet SSW standards
- ❑ Personal and professional development as defined by behaviours listed in above categories is not evident



- ❑ Shows difficulty in demonstrating graduating-level interpersonal, communication skills with others in classroom (students/professor)
- ❑ Occasionally disruptive or inattentive: (involved in side discussions, use of phone or laptop or inappropriate reasons, reading other material during class etc.)
- ❑ LMS not consulted or used as required for course participation
- ❑ Has attended less than 70 % of classes

**FEW EXPECTATIONS MET, SERIOUS CONCERNS NOTED**

- ❑ Demonstrates minimal preparation, lack of knowledge of material
- ❑ Shows evidence of judgmental and biased attitude that interferes with multi cultural competence
- ❑ Demonstrates difficulty in adjusting skills/behaviours/attitudes to reflect the SSW Code of Ethics/Standards and multi-cultural practice skills
- ❑ Body language has given the impression of disinterest in content of class and/or disrespectful or non-engaging with others.
- ❑ Shows difficulty in demonstrating graduating-level interpersonal, communication skills with others in classroom (students/professor)
- ❑ Participates usually only when called on
- ❑ Can be disrespectful of others opinions, can display tendency to dominate discussions or intimidate in ways that may discourage others from participating
- ❑ Does not take responsibility for asking questions/seeking clarification, and/or projects blame on others
- ❑ Demonstrates minimal involvement in most aspects of the course
- ❑ Demonstrates a noticeable lack of self-understanding and lack of commitment to personal and professional development
- ❑ Demonstrates judgmental/biased values, beliefs and/or opinions that are not reflective of the social service work profession
- ❑ Frequently disruptive (involved in side discussions, use of phone or laptop or inappropriate reasons, reading other material during class etc.)
- ❑ Despite requests to discontinue inappropriate laptop or cell phone use, student continues to engage in this behaviour
- ❑ Frequent absence has impacted ability to participate and meet course objectives
- ❑ LMS not consulted or used as required for course participation
- ❑ Has attended less than 70% of classes