



APPENDIX # 5 Cultural Diversity

Introduction

As a profession, Social Work acknowledges that the term cultural implies integrated patterns of diverse and unique human behaviour including attitudes, thoughts, communications, actions, traditions, customs, beliefs and values. Culture also encompasses diversity on the basis of race, ethnicity, religion, (dis)ability, sexual orientation, sexual identity, gender identity, age and generational differences. Social work philosophy and practice promotes the development of a just and equitable society where persons and groups are not discriminated based on their social origin. In view of this goal, social workers must commit to enhancing their beliefs and understanding through practices that challenge any form of discriminatory and oppressive practice.

<http://nscsw.org/practice/standards-of-practice/standard-five/>

Relevant Code of Ethics.

Value 1: Respect for the Inherent Dignity and Worth of Persons

Social work is founded on a long-standing commitment to respect the inherent dignity and individual worth of all persons. When required by law to override a client's wishes social workers take care to use minimum coercion required. Social workers recognize and respect the diversity of Canadian society, taking into account the breadth of differences that exist among individuals, families, groups, and communities. Social workers uphold the human rights of individuals and groups as expressed in The Canadian Charter of Rights and Freedoms (1982) and the United Nations Universal Declaration of Human Rights (1948).

Value 2: Pursuit of Social Justice

Social workers believe in the obligation of people, individually and collectively, to provide resources, services and opportunities for the overall benefit of humanity and to afford them protection from harm. Social workers promote social fairness and the equitable distribution of resources, and act to reduce barriers and expand choice for all persons, with special regard for those who are marginalized, disadvantaged, vulnerable and/or have exceptional needs. Social workers oppose prejudice and discrimination against any person or group of persons, on any grounds, and specifically challenge views and actions that stereotype particular persons or groups.

Value 3: Service to Humanity

The social work profession upholds service in the interests of others, consistent with social justice, as a core professional objective. In professional practice, social workers balance individual needs,

and rights and freedoms with collective interests in the service of humanity. When acting in a professional capacity, social workers place professional service before personal goals or advantage, and use their power and authority in disciplined and responsible ways that serve society. The social work profession contributes to knowledge and skills that assist in the management of conflicts and the wide-ranging consequences of conflict.

Value 4: Integrity of Professional Practice

Social workers demonstrate respect for the profession's purpose, values and ethical principles relevant to their field of practice. Social workers maintain a high level of professional conduct by acting honestly and responsibly and promoting the values of the profession. Social workers strive for impartiality in their professional practice, and refrain from imposing their personal values, views, preferences, stereotypes/assumptions on clients and seek to understand the lived experiences of those whom they serve. It is the responsibility of social workers to establish the tenor of their professional relationship with clients, and others to whom they have a professional duty, and to maintain professional boundaries. As individuals, social workers take care in their actions to not bring the reputation of the profession into disrepute. An essential element of integrity in professional practice is ethical accountability based on the CASW Code of Ethics, as amended for NSASW (1994), the CASW Code of Ethics (2005), the IFSW Ethics in Social Work, Statement of Principles (2004), and other relevant provincial standards and guidelines. Where conflicts or uncertainties exist with respect to these resources of ethical guidance or with respect to the interpretation or application, social workers are encouraged to seek advice, including consultation with their regulatory body.

Value 5: Competence in Professional Practice

A cornerstone of professional social work relationships is confidentiality with respect to all matters associated with professional services to clients. Social workers demonstrate respect for the trust and confidence placed in them by clients, communities and other professionals by protecting the privacy of client information and respecting the client's right to control when or whether this information will be shared with third parties. Social workers only disclose confidential information to other parties (including family members) with the informed consent of clients, client's legally authorized representatives or when required by law or court order. The general expectation that social workers will keep information confidential does not apply when disclosure is necessary to prevent serious, foreseeable and imminent harm to a client or others. In all instances, social workers disclose the least amount of confidential information necessary to achieve the desired purpose.

Concepts Related to Standard

- Identify the importance of cultural humility within Canadian Social Work Practice.
- Demonstrate the role of the client's personal cultural identity in delivering social work services.

- Formulate a collaborative approach to assist a client to access culturally appropriate services and resources.
- Identify areas of knowledge and understanding you need to develop to address the culture needs of your area of practice and how will you address your continued learning.
- Demonstrate your model of reflection and self assessment to critically examine how your own beliefs and attitudes reinforce power dynamic

Activity Examples

1. Read: Blackstock, Cindy; Chapter #8 Does Social Work Have the Guts for Social Justice and Reconciliation: Spencer E; Massing, D & Gough, J (2017): Social Work Ethics; Progressive, Practical, and Relational Approaches; Oxford Pres
 - a. Through a discussion with your mentor conduct a Critically Reflective Analysis on the relationship between Social Work and Indigenous peoples and the relationship to cultural competence.
2. Watch Senator Wanda Thomas Bernard's Webinar Series on Anti-Black Racism
With your mentor discuss the complexity of anti-black racism, and the interconnectedness of oppressions. How will you to apply this knowledge to your social work practice.
 - a. With your mentor explore the following questions;
 - What role do different cultural worldviews play in your area of service
 - How do these different worldviews challenge your own understanding of your practice?
 - What role does fostering a collective consciousness play in cultural competence?
3. Watch the video social work through hip hop:
https://www.youtube.com/watch?v=SzC8hb9Sr_w
 - a. Describe how you could use a metaphoric approach to influence an intervention in your practice setting.
 - b. Discuss with your mentor the importance of using your client language.
4. Watch the video: How Culture Drives Behaviours <https://www.youtube.com/watch?v=I-Yy6poJ2zs>



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- a. Identify areas of knowledge and understanding you need to develop to address the culture needs of your area of practice and how will you address your continued learning.
- b. Discuss with your supervisor the importance of cultural humility within Canadian Social Work Practice.

Resources

1. Fisher-Borne, M., Cain, J. M., & Martin, S. L. (2015). From mastery to accountability: Cultural humility as an alternative to cultural competence. *Social Work Education*, 34(2), 165-181.
2. [Watch Senator Wanda Thomas Bernard's Webinar Series on Anti-Black Racism](#)
3. **Chapter #8 Does Social Work Have the Guts for Social Justice and Reconciliation: Spencer E; Massing, D & Gough, J (2017): Social Work Ethics; Progressive, Practical, and Relational Approaches; Oxford Press.**
4. [Social work through hip hop: https://www.youtube.com/watch?v=SzC8hb9Sr_w](https://www.youtube.com/watch?v=SzC8hb9Sr_w)
5. [Journey to justice https://www.nfb.ca/film/journey_to_justice/](https://www.nfb.ca/film/journey_to_justice/)
6. [The trap https://www.nfb.ca/film/trap/](https://www.nfb.ca/film/trap/)