



**Agency Level**

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1. Identify the cultural/ethnic/special population groups served by your agency.
  
2. Explore the agency's policies, procedures, and practices from the standpoint of cultural competence. Consider the physical environment of the agency, diversity of staff, mission, policies and procedures, access to services, assessment tools used by the agency, models and theories used, and availability of resources/referrals to address the needs of clients.

**Community/Societal Level**

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1. Identify issues, strengths, and struggles at the community level that may or may not be impacting the diverse clients with whom you work.
  
2. Identify issues at the societal level, including social problems, policies, politics, and trends that may or may not be impacting the diverse clients with whom you work.

**REFLECTION QUESTION 8.1**

As you think about the previous definition of culture and the metaphor of culture as a lens through which an individual views the world, what is your cultural lens? How do you see the world? What has impacted your

view? How do you see the problems your client systems are experiencing? How do you view helping and the helping process?

**INTEGRATIVE ACTIVITY 8.2****Developing Culturally Competent Practice Skills in Field**

**Purpose:** The purpose of this activity is to develop culturally competent practice skills, through a process of gathering information on a client and reflecting on that information in the context of the services you hope to provide.

**Directions:** Select a client with whom you can gather the following information, and reflect on the information gathered. Following your reflection, consider and discuss with your field instructor the impact this information may have on the services you hope to offer.

**Note:** This worksheet is grounded in Devore and Schlesinger's (1999) ethnic-sensitive generalist practice perspective.

1. Describe the client in terms of his or her diversity (see Kirst-Ashman and Hull's list from earlier). Consider how the client would describe him- or herself in terms of diversity. Is this description similar or different from yours?
  2. Describe the client's worldview. How does the client see the world, and specifically how does the client see his or her problem and the helping process?
  3. Describe the client's "ethnic reality," that is, the impact his or her diversity is having on the client's situation and worldview:
  4. Explain how the client became a client and what, if any, role his or her diversity has played in the client becoming a client:
  5. Identify any issues related to agency policies and service constraints that need to be considered as you reflect on what you feel the client needs. State how you might go about addressing those needs.
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**INTEGRATIVE ACTIVITY 8.3****Identifying Social and Economic Injustice in Field**

**Purpose:** The purpose of this activity is to help you identify specific instances of social and economic injustice impacting the clients with whom you work and consider strategies for practices that advance social and economic justice.

**Directions:** Consider the following areas, and discuss in supervision with your field instructor.

1. Referring back to Integrative Activities 8.1 and 8.2, and the diverse clients with whom you work, what, if any, issues of social or economic injustice are your clients experiencing?
2. How are the instances of social and economic injustice experienced by your clients impacting the problems they are having as well as the options for addressing those problems?
3. If your agency provides specific services that directly target issues of social and economic justice, what specific strategies might you engage in to address the instances of social and economic injustice experienced by your clients?
4. If your agency does not provide specific services that target social and economic injustice, what specific strategies might you engage in to assist your clients?

**REFLECTION QUESTION 8.2**

As you think about the clients you work with, what *-isms* do you think they experience and how do these *-isms* impact the problems they are experiencing and their

ability to address these problems? What specific issues of social injustice are impacting your clients? How might you begin to address these issues?

The next step is to identify opportunities for policy practice to address issues of social injustice or to advance social justice that may be available to you in your field agency. Students can engage in a variety of tasks that target policy development, such as supporting new legislation or working to ensure the continuation of current legislation.

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As you consider your efforts to address issues of social and economic injustice in field, it is critical that you develop the ability to (1) identify the issues of social and economic injustice that are impacting your client system, and (2) consider all possible interventions that target individuals, families, groups, organization, communities, and society through the use of advocacy and policy-based practice. This can be accomplished by engaging in Integrative Activity 8.4: Policy Analysis and Practice. This integrative activity will enable you to increase your understanding of how the policies of your agency impact your clients, as well as the impact of local, state, and federal policies on the policies and services offered clients to address their problems. In addition, this activity will assist you in identifying ways to engage policy practice at your field site and thus demonstrate competence in this important area of social work practice.

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## INTEGRATIVE ACTIVITY 8.4

### Policy Analysis and Practice

**Purpose:** The purpose of this activity is to guide you in (1) conducting an analysis of an agency policy within the context of state or federal policy in order to better understand the link between policy and practice, and (2) identify opportunities for policy practice in your field agency. Both of these will contribute to the development of competence in policy analysis and practice.

**Directions:** Address each of the following areas by providing a brief description of the requested information, and discuss in supervision with your field instructor.

1. Identify and explain an agency policy that directly impacts your clients and is grounded in or reflects a state or federal policy (attach a copy of the policy if possible):
  
  
  
  
  
  
  
  
  
  
2. Identify the state and or federal policy that relates to the agency policy identified in question 1 (include the name and number of the policy):
  
  
  
  
  
  
  
  
  
  
3. Explain the history and basic tenets of the state or federal policy:

