

SOCIAL WORK/CHILDREN'S LAW AND POLICY (MSW/MJ)

The School of Law at Loyola offers the Master of Jurisprudence (M.J.) degree to professionals working in the field of child welfare who do not want to practice law but who wish to seek a deeper understanding of the laws affecting children and families. This program focuses on the complex social and legal issues affecting children and families in child welfare.

This program allows those seeking leadership positions in child and family welfare and advocacy to earn their MSW in tandem with their MJ degree. The MJ degree is offered 100% online. The Social Work courses are offered in-person with daytime and evening options, and some courses are offered online. Both degrees can be earned in a total of three years for full-time students.

Related Programs

Master's

- Children's Law and Policy (MJ) (<https://catalog.luc.edu/graduate-professional/law/childrens-law-policy-mj/>)

Certificate

- Public Interest and Social Justice Certificate (<https://catalog.luc.edu/graduate-professional/law/public-interest-social-justice-certificate/>)

Combined

- Social Work/Law (MSW/JD) (<https://catalog.luc.edu/graduate-professional/dual-degree-programs/social-work-law-msw-jd/>)

Curriculum

The MSW/MJ in Child and Family Law program blends coursework from both the School of Social Work and the School of Law. MJ students may receive a dual MJ/MSW degree in three years of concentrated study rather than the four years it would take if each degree were pursued separately. Students must apply and be accepted by both programs.

Instead of the 49 required MSW credit hours and 30 required MJ credit hours, dual degree students are required to complete a total of 49 MSW credit hours and 21 MJ credit hours. For the MJ portion of the program, students are still required to take 4 of the required foundational courses from the MJ program (LAW 665 Introduction to the Study of Law and Legal Systems, LAW 667 Introduction to Children's Law, Policy and Practice, LAW 668 Leadership Development), and LAW 677 ChildLaw Thesis/Capstone.

Code	Title	Hours
MSW Requirements		
Generalist MSW Courses		
Community Immersion Program (1-Week Community Immersion Program)		0
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 501	Assessment of Client Concerns in Context	3
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 503	Practice Skills with Individuals and Families	3

SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
SWII 530	Internship I & Simulated Experience	0.5
SWII 531	Internship II & Simulated Experience	0.5
SWII 530S	Integrative Seminar	1

Specialized Courses

Courses Required of All Students

SOWK 680	Advanced Micro-Level Practice	3
SWII 632	Internship Instruction III & Simulated Experiences	0.5
SWII 632S	Integrative Seminar	1
SWII 633	Internship Instruction IV & Simulated Experiences	0.5

Specializations & Tracks 9

All students must choose a Specialization and Track.

Micro Practice Specialization

Schools/Professional Educator's License (PEL) Track

CIEP 401	The Exceptional Child
SOWK 609A	School Social Work Policy and Practice I
SOWK 609B	School Social Work Policy and Practice II

Certified Alcohol and Other Drug Counselors (CADC) Track

SOWK 621	Clinical Practice in Addiction
SOWK 622	Substance Abuse Treatment in Groups
SOWK 722	Introduction to Alcohol and Other Drug Disorders

Migration Studies Track

SOWK 730	Immigration Dynamics and U.S. Social Policy
SOWK 731	Social Work Practice with Refugees and Immigrants
SOWK 732	Migration, Social Justice, and Human Rights

Advanced Clinical Practice Track

3 Track Courses

See Course Options for the Advanced Clinical Track ¹

Leadership, Mezzo & Macro Practice (LMMP) Specialization

Leadership, Community, Advocacy, and Policy (LCAP) Track

SOWK 650	Leadership & Supervision in Service Organizations ¹
SOWK 652	Organizations, Program Development, and Evaluation
SOWK 653	Community Organizing and Policy Practice

Electives

All students will choose to take two electives. Any 600 or 700-level course may be considered an elective. 6

MJ Requirements

LAW 665	Introduction to the Study of Law and Legal Systems	2
LAW 667	Introduction to Children's Law, Policy and Practice	2
LAW 668	Leadership Development ¹	4
LAW 677	ChildLaw Thesis/Capstone	4
MJ Course Electives		9

Total Hours 64

¹ LAW 668 Leadership Development fulfills requirements of SOWK 650 Leadership & Supervision in Service Organizations.

² Students who matriculated before Fall 2025 should take SOWK 504 and SOWK 681. Student who matriculated in Fall 2025 or after should take SOWK 508 and SOWK 682.

Specializations & Tracks Options

The Social Work/Children's Law and Policy (MSW/MJ) program have the following specialization and track options:

- Leadership, Mezzo, and Macro Practice (LMMP) Specialization
 - Leadership, Community, Advocacy, and Policy (LCAP) Track (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/leadership-community-advocacy-policy-lcap-track/>)
- Micro Practice Specialization
 - Advanced Clinical Practice Track (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/advanced-clinical-practice-track/>)
 - Certified Alcohol and Other Drugs Counselor Training Program (CADC) Track (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/certified-alcohol-drugs-counselor-training-program-cadc-track/>)
 - Migration Studies Track (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/migration-studies-track/>)
 - Schools/Professional Educator License (PEL) Track (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/schools-professional-educator-license-pel-track/>)

Suggested Sequence of Courses

The below sequence of courses is meant to be used as a suggested path for completing coursework. An individual student's completion of requirements depends on course offerings in a given term as well as the start term for a major or graduate study. Students should consult their advisor for assistance with course selection.

Leadership, Mezzo, and Macro Practice (LMMP) Specialization Full-Time MSW/MJ Student Template

Course	Title	Hours
Year 1		
Fall		
LAW 665	Introduction to the Study of Law and Legal Systems	2
LAW 667	Introduction to Children's Law, Policy and Practice	2
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 501	Assessment of Client Concerns in Context	3
SOWK 503	Practice Skills with Individuals and Families	3
Hours		13
Spring		
LAW 668	Leadership Development	4
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
Hours		10

Summer		
SWII 530	Internship I & Simulated Experience	0.5
SWII 530S	Integrative Seminar	1
SWII 531	Internship II & Simulated Experience	0.5
Hours		2

Year 2

Fall		
LAW	MJ Course Elective	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
Hours		12

Spring

LAW	MJ Course Elective	3
LAW	MJ Course Elective	3
SOWK 681	Advanced Mezzo & Macro Practice	3
SOWK	Elective	3
Hours		12

Summer

SOWK 680	Advanced Micro-Level Practice	3
Hours		3

Year 3

Fall		
SOWK 652	Organizations, Program Development, and Evaluation	3
SOWK 653	Community Organizing and Policy Practice	3
SWII 632	Internship Instruction III & Simulated Experiences	0.5
SWII 632S	Integrative Seminar	1
Hours		7.5

Spring

SOWK 650	Leadership & Supervision in Service Organizations	3
SOWK	Elective	3
SWII 633	Internship Instruction IV & Simulated Experiences	0.5
Hours		6.5
Total Hours		66

¹ Option to pursue a summer internship or fall-spring or spring-summer internship in year 2

Total MJ Hours: 21
Total MSW Hours: 49
Total Dual Hours: 70

Please note: This is a sample course schedule and may depend on course availability.

Micro Specialization**Full-Time MSW/MJ Student Template**

Course	Title	Hours
Year 1		
Fall		
LAW 665	Introduction to the Study of Law and Legal Systems	2
LAW 667	Introduction to Children's Law, Policy and Practice	2
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 501	Assessment of Client Concerns in Context	3
SOWK 503	Practice Skills with Individuals and Families	3
Hours		13
Spring		
LAW 668	Leadership Development	4
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
Hours		10
Summer		
SWII 530	Internship I & Simulated Experience	0.5
SWII 530S	Integrative Seminar	1
SWII 531	Internship II & Simulated Experience	0.5
Hours		2
Year 2		
Fall		
LAW	MJ Course Elective	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
Hours		12
Spring		
LAW	MJ Course Elective	3
LAW	MJ Course Elective	3
SOWK 681	Advanced Mezzo & Macro Practice	3
SOWK	Track Course	3
Hours		12
Summer		
SOWK	Elective	3
Hours		3
Year 3		
Fall		
LAW 677	ChildLaw Thesis/Capstone	4
SOWK 680	Advanced Micro-Level Practice	3
SOWK	Track Course	3
SWII 632	Internship Instruction III & Simulated Experiences	0.5

SWII 632S	Integrative Seminar	1
Hours		11.5
Spring		
SOWK	Track Course	3
SOWK 606	Practicum in Research & Evaluation	3
SWII 633	Internship Instruction IV & Simulated Experiences	0.5
Hours		6.5
Total Hours		70

¹ Option to pursue a summer internship or fall-spring or spring-summer internship in year 2

Total MJ Hours: 21
Total MSW Hours: 49
Total Dual Hours: 70

Please note: This is a sample course schedule and may depend on course availability.

Reminder: MJ students must consult with both their law school thesis advisor and social work instructor to ensure their research practicum meets the requirement for both schools.

Dual Degree Programs

Students in dual degree programs are responsible for abiding by academic policies and graduation requirements of both academic units to which they are enrolled. It is strongly recommended that students schedule regular meetings with academic advisors from both units to ensure timely degree completion. Dual degree programs may have slightly different degree requirements from the standard for one or both of the degrees earned. Students should closely read through all degree requirements and ask for clarification as needed.

Graduate & Professional Standards and Regulations

Students in graduate and professional programs can find their Academic Policies in Graduate and Professional Academic Standards and Regulations (<https://catalog.luc.edu/academic-standards-regulations/graduate-professional/>) under their school. Any additional University Policies supersede school policies.

MSW Program Specialized Micro Learning Outcomes

Competency 1: Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant policies, laws, and regulations that may affect practice with individuals, families, groups, organizations, and communities. Social workers understand that ethics are informed by principles of human rights and apply them toward realizing social, racial, economic, and environmental justice in their practice. Social workers understand frameworks of ethical decision making and apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize and manage personal values and the distinction between personal and professional values. Social workers understand how their evolving worldview, personal experiences, and

affective reactions influence their professional judgment and behavior. Social workers take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. Social workers use rights-based, antiracist, and anti-oppressive lenses to understand and critique the profession's history, mission, roles, and responsibilities and recognize historical and current contexts of oppression in shaping institutions and social work. Social workers understand the role of other professionals when engaged in interprofessional practice. Social workers recognize the importance of lifelong learning and are committed to continually updating their skills to ensure relevant and effective practice. Social workers understand digital technology and the ethical use of technology in social work practice.

Social workers:

- Demonstrate professional use of self as a social worker, reflecting knowledge of personal professional strengths, limitations, challenges, and cooperatively resolving interpersonal conflicts.
- Demonstrate ethical use of advanced modalities in practice and any related technological applications in the micro field of social work.
- Recognize and manage ethical violations and resolve conflicting ethical obligations.

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Social workers understand that every person regardless of position in society has fundamental human rights. Social workers are knowledgeable about the global intersecting and ongoing injustices throughout history that result in oppression and racism, including social work's role and response. Social workers critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice by reducing inequities and ensuring dignity and respect for all. Social workers advocate for and engage in strategies to eliminate oppressive structural barriers to ensure that social resources, rights, and responsibilities are distributed equitably and that civil, political, economic, social, and cultural human rights are protected.

Social workers:

- Articulate human rights violations the client and client's system are experiencing, including environmental and economic issues that endanger the health of the client system.
- Demonstrate understanding of the impact of intersectionality of marginalized identities, systemic racism, and associated oppressions and plan practice accordingly.
- Demonstrate ways in which social workers can advocate for human rights at the individual, family, group, organizational, and community system levels as it relates to the micro field of social work practice

Competency 3: Engage in Anti-racism, Diversity, Equity, and Inclusion (ADEI) in Practice

Social workers understand how racism and oppression shape human experiences and how these two constructs influence practice at the individual, family, group, organizational, and community levels and in policy and research. Social workers understand the pervasive impact of White supremacy and privilege and use their knowledge, awareness, and skills to engage in anti-racist practice. Social workers understand how diversity and intersectionality shape human experiences and identity development and affect equity and inclusion. The dimensions of diversity are understood as the intersectionality of factors including but not limited to age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status,

legal status, marital status, political ideology, race, nationality, religion and spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that this intersectionality means that a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege and power. Social workers understand the societal and historical roots of social and racial injustices and the forms and mechanisms of oppression and discrimination. Social workers understand cultural humility and recognize the extent to which a culture's structures and values, including social, economic, political, racial, technological, and cultural exclusions, may create privilege and power resulting in systemic oppression.

Social workers:

- Understand and demonstrate an understanding of anti-racism practice at the individual, group, organizational, community, research, and policy levels that will allow for diversity, equity, and inclusion practice in the micro-level field of social work.
- Demonstrate an understanding of discrimination patterns in society and how micro-level oppression impacts micro-level social work practice regarding race, class, gender, sexual orientation, gender identity, ability, age, and any other social categories in which oppression occurs.
- Demonstrate the ability to formulate how an anti-racist practice will advance the client and client system's human rights.

Competency 4: Engage In Practice-Informed Research and Research-Informed Practice

Social workers use ethical, culturally informed, anti-racist, and anti-oppressive approaches in conducting research and building knowledge. Social workers use research to inform their practice decision making and articulate how their practice experience informs research and evaluation decisions. Social workers critically evaluate and critique current, empirically sound research to inform decisions pertaining to practice, policy, and programs. Social workers understand the inherent bias in research and evaluate design, analysis, and interpretation using an anti-racist and anti-oppressive perspective. Social workers know how to access, critique, and synthesize the current literature to develop appropriate research questions and hypotheses. Social workers demonstrate knowledge and skills regarding qualitative and quantitative research methods and analysis, and they interpret data derived from these methods. Social workers demonstrate knowledge about methods to assess reliability and validity in social work research. Social workers can articulate and share research findings in ways that are usable to a variety of clients and constituencies. Social workers understand the value of evidence derived from interprofessional and diverse research methods, approaches, and sources.

Social workers:

- Demonstrate understanding of and be able to contribute to the evaluation of social research regarding advanced micro practice.
- Critically evaluate and select potential practice models relevant to the client's systems.
- Use their experience from their internship or practicum placement to identify real-life challenges and address the practical needs of clients
- Engage in partnerships with experienced social workers to help bridge the gap between theory and practice and broaden knowledge of social work practice as it relates to the micro field of social work.

Competency 5: Engage in Policy Practice

Social workers identify social policy at the local, state, federal, and global level that affects wellbeing, human rights and justice, service delivery, and access to social services. Social workers recognize the historical, social, racial, cultural, economic, organizational, environmental, and global influences that affect social policy. Social workers understand and critique the history and current structures of social policies and services and the role of policy in service delivery through rightsbased, anti-oppressive, and anti-racist lenses. Social workers influence policy formulation, analysis, implementation, and evaluation within their practice settings with individuals, families, groups, organizations, and communities. Social workers actively engage in and advocate for anti-racist and anti-oppressive policy practice to effect change in those settings.

Social workers:

- Communicate to stakeholders and policymakers the implications of policies and policy change in the lives of clients.
- Conduct and design a plan for organizational analysis and change, working with relevant constituencies to evaluate interventions that impact clients and communities utilizing best practice models reflecting social work values, ethics, and the organization's mission.
- Collect, maintain, interpret, and analyze data from both internal and external organizational environments, the community of stakeholders, and diverse client groups to identify and prioritize social problems.
- Recognize how oppression and social injustice affect client groups, organizations, and communities and intervene proactively for human rights and justice.
- Understand strategies and techniques for advocating at local, state, and federal levels in policy development.

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of individuals, families, groups, organizations, and communities.

Social workers value the importance of human relationships. Social workers understand theories of human behavior and person-in-environment and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers are self-reflective and understand how bias, power, and privilege as well as their personal values and personal experiences may affect their ability to engage effectively with diverse clients and constituencies. Social workers use the principles of interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Social workers:

- Apply culturally appropriate resources available to assist with problem-solving.
- Recognize and describe self-reflective competency in identifying bias, countertransference, and potential microaggressions when engaging diverse client systems.
- Implement and describe the use of reflective listening tools when needed to engage and empower members of families and groups.

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in culturally responsive assessment with clients and constituencies, including individuals, families, groups, organizations, and communities. Assessment involves a collaborative process of defining presenting challenges and identifying strengths with individuals, families, groups, organizations, and communities to develop a mutually agreed-upon plan. Social workers recognize the implications of the larger practice context in the assessment process and use interprofessional collaboration in this process. Social workers are self-reflective and understand how bias, power, privilege, and their personal values and experiences may affect their assessment and decision making.

Social workers:

- Collect and organize data to support their professional decision-making as well as demonstrate critical thinking to interpret information from clients and constituencies.
- Illustrate knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies, understanding the lack of political neutrality in their work.
- Exemplify a process in which mutually agreed-on intervention goals and objectives are generated based on the critical assessment of strengths, needs, and challenges within clients and constituencies in their social environment; and
- Convey a deeper understanding of how to select appropriate intervention strategies informed by assessment, research knowledge, and values and preferences of clients and constituencies through the exercise of antiracist practice principles.

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior, person-in-environment, and other interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in selecting culturally responsive interventions with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of identifying, analyzing, and implementing evidence-informed interventions and participate in interprofessional collaboration to achieve client and constituency goals. Social workers facilitate effective transitions and endings.

Social workers:

- Practices self-reflective understanding of the professional use of self in interventions with diverse types of client systems in order to understand and challenge oppressive social forces as well as to avoid perpetuating racist biases, microaggressions, and disempowerment of clients.
- Use supervision and consultation appropriate to developing skills for advanced and interdisciplinary practice.

- Demonstrate an ability to intervene collaboratively and collectively with clients in choosing treatment plans and their implementation.

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of diverse individuals, families, groups, organizations, and communities. Social workers evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness. Social workers apply anti-racist and anti-oppressive perspectives in evaluating outcomes. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers use qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

Social workers:

- Demonstrate understanding of the logic and method of single case evaluation of practice from diverse theoretical and methodological perspectives.
- Competently demonstrate case evaluation, including identifying problems and their resolution, the fulfillment of goals co-identified with client, and managing systemic problems that impinge on client well-being.
- Demonstrate competence in incorporating client feedback processes in planning and carrying out the intervention plan.

MSW Program Specialized LMMP Learning Outcomes

Competency 1: Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant policies, laws, and regulations that may affect practice with individuals, families, groups, organizations, and communities. Social workers understand that ethics are informed by principles of human rights and apply them toward realizing social, racial, economic, and environmental justice in their practice. Social workers understand frameworks of ethical decision making and apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize and manage personal values and the distinction between personal and professional values. Social workers understand how their evolving worldview, personal experiences, and affective reactions influence their professional judgment and behavior. Social workers take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. Social workers use rights-based, antiracist, and anti-oppressive lenses to understand and critique the profession's history, mission, roles, and responsibilities and recognize historical and current contexts of oppression in shaping institutions and social work. Social workers understand the role of other professionals when engaged in interprofessional practice. Social workers recognize the importance of lifelong learning and are committed to continually updating their skills to ensure relevant and effective practice. Social workers understand digital technology and the ethical use of technology in social work practice.

Social workers:

- Practice self-reflection and self-evaluation in working through competing personal and professional values.
- Apply an anti-racist and anti-oppressive framework to macro practice decision-making, considering NASW and IFSW ethical codes, research and practice-based knowledge, and applicable legal and policy information.
- Promote policies for organizational, community, and policy change that reflect social work values and challenge inequities.
- Demonstrate an understanding of social work supervision as an accountability mechanism in supporting ethical and professional social work practice.
- Identify discrimination and marginalization and prioritize the voices of affected populations.

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Social workers understand that every person regardless of position in society has fundamental human rights. Social workers are knowledgeable about the global intersecting and ongoing injustices throughout history that result in oppression and racism, including social work's role and response. Social workers critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice by reducing inequities and ensuring dignity and respect for all. Social workers advocate for and engage in strategies to eliminate oppressive structural barriers to ensure that social resources, rights, and responsibilities are distributed equitably and that civil, political, economic, social, and cultural human rights are protected.

Social workers:

- Integrate knowledge of international human rights conventions and covenants, as well as human rights theories and frameworks, into practice that addresses social, economic, and environmental justice.
- Critically examine the political process to participate in organizational, community, and policy change addressing human rights and social justice.
- Identify human rights and justice issues of clients and constituents.
- Develop strategies to address human rights and justice issues and to evaluate outcomes with key stakeholders.

Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice

Social workers understand how racism and oppression shape human experiences and how these two constructs influence practice at the individual, family, group, organizational, and community levels and in policy and research. Social workers understand the pervasive impact of White supremacy and privilege and use their knowledge, awareness, and skills to engage in anti-racist practice. Social workers understand how diversity and intersectionality shape human experiences and identity development and affect equity and inclusion. The dimensions of diversity are understood as the intersectionality of factors including but not limited to age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion and spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that this intersectionality means that a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege and power. Social workers understand the societal and historical roots of social and racial injustices and the forms and mechanisms of oppression and discrimination. Social

workers understand cultural humility and recognize the extent to which a culture's structures and values, including social, economic, political, racial, technological, and cultural exclusions, may create privilege and power resulting in systemic oppression.

Social workers:

- Demonstrate proficiency in choosing and using a variety of communication styles to engage with people of various political ideologies, religious and cultural backgrounds, and points of view.
- Create engagement strategies that are inclusive and consider systems of power and intersectional identities, including areas of racism, sexism, nativism, etc.
- Recognize the discrepancies that may arise between respecting cultural differences of clients and constituencies and the Universal Declaration of Human Rights
- Develop leadership and other teams that reflect the diversity of the communities in which they work.

Competency 4: Engage in Practice-Informed Research and Research-Informed Practice

Social workers use ethical, culturally informed, anti-racist, and anti-oppressive approaches in conducting research and building knowledge. Social workers use research to inform their practice decision making and articulate how their practice experience informs research and evaluation decisions. Social workers critically evaluate and critique current, empirically sound research to inform decisions pertaining to practice, policy, and programs. Social workers understand the inherent bias in research and evaluate design, analysis, and interpretation using an anti-racist and anti-oppressive perspective. Social workers know how to access, critique, and synthesize the current literature to develop appropriate research questions and hypotheses. Social workers demonstrate knowledge and skills regarding qualitative and quantitative research methods and analysis, and they interpret data derived from these methods. Social workers demonstrate knowledge about methods to assess reliability and validity in social work research. Social workers can articulate and share research findings in ways that are usable to a variety of clients and constituencies. Social workers understand the value of evidence derived from interprofessional and diverse research methods, approaches, and sources.

Social workers:

- Critically analyzes research results on best practices in management and supervision from a variety of disciplines.
- Develop research questions with input from stakeholders and analysis of how the research process may impact, both positively and negatively, clients, programs, organizations, communities, and/or policies. Intentionally include the voices and experiences of those most affected by any type of inequality into the research process
- Critically analyze research findings and practice models to inform practice at all levels of macro practice, including teams, organizations, community, and policy
- Identify possible barriers and resistance to the conduct and dissemination of research, as well as any ethical, political, and other dilemmas that may arise.

Competency 5: Engage in Policy Practice

Social workers identify social policy at the local, state, federal, and global level that affects wellbeing, human rights and justice, service delivery, and access to social services. Social workers recognize the historical,

social, racial, cultural, economic, organizational, environmental, and global influences that affect social policy. Social workers understand and critique the history and current structures of social policies and services and the role of policy in service delivery through rights-based, anti-oppressive, and anti-racist lenses. Social workers influence policy formulation, analysis, implementation, and evaluation within their practice settings with individuals, families, groups, organizations, and communities. Social workers actively engage in and advocate for anti-racist and anti-oppressive policy practice to effect change in those settings.

Social workers:

- Communicate to stakeholders and policymakers the implications of policies and policy change in the lives of clients.
- Conduct and design a plan of organizational analysis and change, working with relevant constituencies, to evaluate interventions that impact clients and communities utilizing best practice models reflecting social work values, ethics, and the mission of the organization.
- Collect, maintain, interpret, and analyze data from both internal and external organizational environments, the community of stakeholders and diverse client groups to identify and prioritize social problems.
- Recognize how oppression and social injustice affects client groups, organizations and communities and being proactive in intervening for human rights and justice.
- Understand strategies and techniques for advocating at local, state, and federal levels in policy development.

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of individuals, families, groups, organizations, and communities.

Social workers value the importance of human relationships. Social workers understand theories of human behavior and person-in-environment and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers are self-reflective and understand how bias, power, and privilege as well as their personal values and personal experiences may affect their ability to engage effectively with diverse clients and constituencies. Social workers use the principles of interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Social workers:

- Demonstrate ability to identify a comprehensive range of stakeholders in the relevant practice setting: organization, community, and/or policy.
- Demonstrate self-awareness and professional behavior in engaging with individuals, teams, community groups and organizations.
- Demonstrate verbal, written, and digital skills to engage multiple, diverse constituencies.
- Understand and demonstrate effective group and team facilitation and mediation process skills that facilitate engagement and collaboration.

- Define and recognize their own and others' leadership skills to effectively promote stakeholder engagement and change.

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in culturally responsive assessment with clients and constituencies, including individuals, families, groups, organizations, and communities. Assessment involves a collaborative process of defining presenting challenges and identifying strengths with individuals, families, groups, organizations, and communities to develop a mutually agreed-upon plan. Social workers recognize the implications of the larger practice context in the assessment process and use interprofessional collaboration in this process. Social workers are self-reflective and understand how bias, power, privilege, and their personal values and experiences may affect their assessment and decision making.

Social workers:

- Analyze power distributions to identify influential decision-makers, whether formal or informal, among individuals, teams, organizations, communities, and other institutional entities
- Identify and create mezzo and macro interventions based on an assessment and analysis of assets, needs, benefits, service gaps, rights, and power and resource distributions.
- Demonstrate ability to collaborate with stakeholders throughout the assessment process.
- Analyze collected data and communicate summaries of the data in written and oral form as appropriate.
- Present options for intervention based on data-informed assessments.
- Articulate the benefits and drawbacks of various metrics, analytical methods and tools, and data sources (primary & secondary, quantitative & qualitative)

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior, person-in-environment, and other interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in selecting culturally responsive interventions with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of identifying, analyzing, and implementing evidence-informed interventions and participate in interprofessional collaboration to achieve client and constituency goals. Social workers facilitate effective transitions and endings.

Social workers:

- Articulates ethically sound, social work value-centered supervision strategies for employees, including performance reviews and corrective action plans.
- Engage with stakeholders in the identification of issues and policies that impact individual well-being and the communities and organizations that support them.

- Mobilize constituents to participate and lead in issue analysis and formulation of corresponding advocacy agendas with effective strategies and tactics to advance meaningful change for social justice, equity, and inclusion.
- Participate in coalitions, networks, professional associations, and community based organizing efforts to leverage political capital to challenge unjust structures of power and effect positive change.
- Formulate and persuasively communicate cogent arguments through effective written and oral formats that reach diverse audiences and utilize varied platforms.

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of diverse individuals, families, groups, organizations, and communities. Social workers evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness. Social workers apply anti-racist and anti-oppressive perspectives in evaluating outcomes. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers use qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

Social workers:

- Demonstrate ethical knowledge and awareness of evaluation guidelines that can be employed in assessment of practice and ensure confidentiality of engaged participants.
- Comprehend evaluation norms, benchmarks and guidelines as approved by NASW and CSWE that allow accurate and impartial assessments at all levels of social work practice.
- Illustrate comprehensive knowledge of human rights-based understanding of evaluation design, methods, approaches, and analysis that can be applied in simple to complex settings within social work mezzo and macro policy and organizational environments.
- Distinguish, explain, and apply various types of theories of change and logic models to understand systems thinking to identify and facilitate growth-oriented evaluative mindsets among all stakeholders.