This course will explore the origins and development of selected social variables characterizing racial, ethnic, gender, religious, class, ability and other cultural groups in contemporary U.S. society. Social and behavioral science theories and research findings on the allocation of different roles, status, and opportunities to these populations will be studied. Students will use a multidimensional, social justice, and multicultural framework to examine power, privilege, discrimination, and oppression. This course will emphasize that effective social work practice with diverse cultural groups involves understanding professional ethics in the context of the values of both the dominant society and the ethnic community.

The course content will include an exploration of historical, social, and political contexts for the study of diverse cultural groups, as gleaned from contemporary social science theories and conceptual frameworks. The current status of these cultural groups will be reviewed, including constructs such as the family, economic and educational attainment, development of informal and formal institutions within the cultural community, and modes of spiritual expression. This course will also explore the impact of multiple social group memberships on social roles, help-seeking and coping behavior, attitudes, and values. In addition, this course will contain a review of the contemporary conceptual frameworks influencing social science knowledge about intergroup relations and conflict, including but not limited to, culturally sensitive practice. The relationships among privilege, discrimination, and oppression for selected cultural groups, and the implications of these forces for social work practice, the administration of human service organizations, and the formulation of public policies will be covered.

The course format will include lectures, discussion, individual assignments, and class presentations.

Multiculturalism and Diversity issues will be central to this course. The course will cover non-Hispanic white ethnic groups, Muslims, African Americans, American Indians, Latinos, Asians, as well as women and gender issues.

Social Justice and Social Change issues will be discussed throughout this course. Discrimination and micro-aggressions are a major component of this course.
The relationships among injustice, conflict, and social change will also be discussed.

*Promotion, Prevention, Treatment, and Rehabilitation* approaches will be addressed within the section examining selected social identity groups in the United States. Students will use a strengths approach which links professional human service delivery systems with those formal and informal systems historically and currently available to these diverse cultural groups.

*Behavioral and Social Science Research* will be used throughout this course and will provide a foundation for evaluating the knowledge base on ethnicity, race, gender, sexual orientation, religion/spirituality, and ability constructs in research and practice.

6. Relationship of the Course to Social Work Ethics and Values:

This course will operationalize the NASW Code of Ethics, as it applies to ethical responsibilities to service consumers (clients), colleagues, and organizations. Other social work codes of ethics will also be examined in the treatment of these ethical responsibilities for selected cultural groups nationally and internationally.

7. **Intensive Focus on Privilege, Oppression, Diversity and Social Justice (PODS):** This course integrates PODS content and skills with a special emphasis on diversity. In particular, the course investigates ethnic and cultural diversity with regards to racial and ethnic groups (African Americans, Black Caribbeans, Mexican Americans, Puerto Ricans, Cubans and Native Americans), as well as religious denominations (Jews, Muslims).

**Class Schedule**

**September 5  Overview of Course and African Americans, Black Caribbeans**

**September 12 Racism and Health and continuation of African Americans, Black Caribbeans**

**Required:**


**Optional:**


**September 19 Racial Microagressions**
Required:


Optional:


September 26  Latinos

Required:


Optional:


October 3  American Indians
Required:


Optional:


October 10 Asian Americans

Required:


Optional:


October 17 LGBT Relationships and Families

Required:


Optional:


October 24  Muslim Americans

Required:


Optional:


October 31  Religion

Required:


Optional:


November 7   Gender and Women’s Mental Health

Required:


Optional:


November 14   Immigration and Non-Hispanic White Ethnic Groups

Required:


**November 21**   
**Aging and continuation of Non-Hispanic White Ethnic Groups**

**Required:**


**Optional:**


**November 28**   
**Thanksgiving**

**December 5**   
**Disability, Wrap-up, Unanswered Questions**

**Required:**