



<b>COURSE TITLE:</b>	<b>Culturally-responsive practice in African American communities: Prevention and intervention strategies with racial microaggressions</b> <b>Spring/Summer 2016</b>
<b>COURSE NUMBER:</b>	SW659
<b>CREDIT HOURS:</b>	1
<b>APPLIES TO, AND METHODS TYPE:</b>	Practice Method Concentration, Advanced IP Methods
<b>INSTRUCTOR:</b>	Leslie Doty Hollingsworth, PhD, ACSW, LMSW
<b>CLASS MEETS:</b>	Thursday, May 12, 2016, 9:00AM – 5:00PM Friday, May 13, 2016, 9:00AM – 5:00PM
<b>PLACE:</b>	SW3752 School of Social Work Bldg.
<b>E-MAIL ADDRESS:</b>	lholling@umich.edu
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**Course Description:**

Distrust based on a history of unsatisfactory experiences with human service professionals and low retention in, and premature termination of services can reduce successful outcomes for members of African American communities. Participants in this course will examine racial microaggressions in practice as a source of these outcomes. Participants will define and identify racial microaggressions and their impact on clients and on the professional relationship. Attention will be given to the cultural context in the way racial microaggressions are experienced and dilemmas about how to respond. The effect of power differentials on the interpretation of racial microaggressions will be examined. Using an African-centered perspective, the course will be knowledge-, skills-, and values-based and will include assigned readings, power point presentations, video-clips, case studies, and small-group problem-solving. Participants will practice alternative methods of intervening when in the presence of racial microaggressions.

**Course Objectives:**

1. Explain mistrust Black people often bring to social work services, its historical basis, and implications for engagement outcomes.
2. Define racial microaggressions and their relation to racism.
3. Discuss similarities and differences in same-race and cross-racial social work services situations.
4. List and explain three forms of racial microaggressions and the themes observed in the various forms.
5. Explain competing perspectives in labeling or interpreting the occurrence of a racial microaggression.
6. Discuss dilemmas Black people face in identifying and addressing racial microaggressions.

7. Explain effects of racial microaggressions on the physical, social, and psychological well-being of Black people as identified in current research literature.
8. Describe the impact of encounters with racial microaggressions on outcomes of social work services.
9. Label, categorize, and address racial microaggressions in one-on-one, community, management and policy advocacy and practice interactions.
10. Describe cultural respect as an alternative to racial microaggressions in early interactions with Black service recipients.
11. Intervene in the occurrence of a racial microaggression in a one-on-one, community, management, or policy advocacy and practice interaction.
12. Create an atmosphere of sensitization to racial microaggressions in social work services systems.

### **Relationship to the Four Curricular Themes:**

1. *Multiculturalism and Diversity* will be addressed through the discussion of racial microaggressions experienced by Black individuals receiving social work services. Readings, case-studies, class discussion, and small group activities will reflect this theme.
2. *Social Justice and Social Change* are addressed through the discussion of power/privilege differentials and competing perspectives of racial microaggressions.
3. *Promotion, Prevention, Treatment, and Rehabilitation* are addressed through the identification of intervention and prevention strategies for racial microaggressions in social work practice.
4. *Behavioral and Social Science Research* will be incorporated throughout the course, drawing on the history and impact of racial microaggressions and implications for practice.

*Social Work Ethics and Values* are addressed within the course as they pertain to issues related to working with clients and colleagues and with and regarding African American clients. The NASW Code of Ethics are available to give students direction about these ethical issues. This course will focus on social issues as they have implications for African American clients in particular. Examples are commitment to clients, self-determination, cultural competence and social diversity, privacy and confidentiality, respect, administration, and competence.

### **Course Requirements:**

1. Attendance and class participation is expected. Students must attend both classes to pass. If there is an emergency or documented illness, a make-up assignment will be offered.
2. Completion of a one page assignment describing racial microaggression form/type, theme(s), and intervention strategies.

Grading will be satisfactory or unsatisfactory for the course.

**Accommodations for students with disabilities:**

If you need or desire accommodation for a disability, I encourage you to contact me at your earliest convenience. Many aspects of the course can be modified to facilitate participation and progress throughout the course. Resources are available (i.e. services for students with disabilities, adaptive technology, computing site, etc.) to make learning more effective for you. To the extent permitted by the law, the information will be treated as private and confidential.

**Religious Observances:**

Please notify me if religious observances conflict with class attendance for due dates for assignments so that we can make appropriate arrangements.

**Assignments:****1. Due: Submit through CANVAS by Friday, May 20<sup>th</sup> at 5PM.**

**(If unable to access CANVAS, submit to Phylcia Allen at [phyallen@umich.edu](mailto:phyallen@umich.edu).)**

Develop a case study involving a racial microaggression incident (from the perspective of one of the social work practice methods OR your profession) and explain how you would intervene when the racial microaggression occurs. Responses should be succinct and should exemplify theories for practice from the perspective of interpersonal practice, community organization, management of human services, or social policy and evaluation.

**Class 1: May 12, 2016****Topics (Lecture and discussion)****Understanding racial microaggressions**

- Definition
- Distinguishing from racism
- 3 forms
- Environmental racial microaggressions
- Gendered racial microaggressions
- Racial microaggressions and sexual orientation
- 6 themes with examples  
(Individual activity and report-outs)
- Interpretations and competing perspectives
- Dilemmas  
(Small group activity)
- Same-race vs. cross-racial considerations
- Effects of racial microaggressions on Black Americans (what's known)

Required reading assignment:

Sue, D. W., Capodilupo, C M., Torino, G. C., Bucceri, J. M., Holder, A. M. B., Nadal, K. L., & Esquilin, M. (2007). Racial microaggressions in everyday life: Implications for clinical practice. *American Psychologist*, 62(4), 271-286. **On CANVAS.**

## Class 2: May 13, 2016

### Impact of racial microaggressions (cumulative)

- Racial microaggressions framework (Example)
- Culturally-responsive practice
  - Examples (Small group activity by method/practice area and report-outs)
    - Interpersonal
    - Community practice
    - Management of human service
    - Policy and evaluation

### Prevention and Intervention

- Mistrust among African Americans toward social work services
  - (Small group activity and report-outs)

### Conversations about race and racial microaggressions (Do's and Don'ts)

- Impact of racial microaggressions on the therapeutic alliance (What's known from the research)

### Intervening when a racial microaggression has occurred

(Paired exercise and report-outs)

Required reading assignment:

Nadal, K. L., Griffin, K. E., Wong, Y., Hamit, S., & Rasmus, M. (2014). The impact of racial microaggressions on mental health: Counseling implications for clients of color. *Journal of Counseling & Development, 92*, 57-66, **On CANVAS**.

### Barriers and obstacles

### Wrap-up

If you are having problems with the course, problems completing work, or making it to class, please feel free to contact me via email ([lholling@umich.edu](mailto:lholling@umich.edu)).

If you have any problems outside of class that are affecting you, there is support at the University of Michigan through the Counseling and Psychological Services (CAPS) 764-8312, or at the U-M Hospital Psychiatric Emergency Services 936-5900.

### Additional references:

- Balsam, K. F., Molina, Y., Beadnell, B., Simoni, J., Walters, K. (2011). Measuring multiple minority stress: the LGBT people of color microaggressions scale. *Cultural Diversity and Ethnic Minority Psychology, 17*(2), 163-174. DOI: 10.1037/a0023244
- Constantine, M. G. (2007). Racial microaggressions against African American clients in cross-racial counseling relationships. *Journal for Counseling Psychology, 54*(1), 1-16, DOI: 10.1037/0022-0167.54.1.1
- Falkenstrom, F., Hatcher, R. L. (2015). Development and validation of a 6-item working alliance questionnaire for repeated administrations during psychotherapy. *Psychological Assessment, 27*(1), 169-183.
- Helms, J. E., Cook, D. A. (1999). *Using race and culture in counseling and psychotherapy: Theory and process*. Needham heights, MA: Allyn & Bacon.
- Lewis, J. A., Mendenhall, R., Harwood, S. A., Huntt, M.B. (2012). Coping with gendered racial microaggressions on mental health: Counseling implications for clients of color. *Journal of Counseling and Development, 92*, 57-66. DOI: 10.1007/s1211-012-9219-0.
- Nadal, K. L., Griffin, K. E., Wong, Y., Hamit, S., Rasmus, M. (2014). The impact of racial microaggressions on mental health: Counseling implications for clients of color. *Journal of Counseling & Development, 92*, 57-66. DOI:10.1002/j.1556-6676.2014.00130.x
- Ricard, L. (2014) Are we more racist than we think? Recognition of racism and racial microaggressions. *Honors Theses*. Paper 50.
- Sue, D. W., Capodilupo, C. M., Torino, G. C., Bucceri, J. M., Holder, A. M. B., Nadal, K. L., & Esquilin, M. (2007). Racial microaggressions in everyday life. *American Psychologist, 62*(4), 271-286. DOI: 10.1037/0003-066X.62.4.271
- Sue, D. W., Lin, A. I., Torino, G. C., Capodilupo, C. M., & Rivera, D. P. (2009), Racial microaggressions and difficult dialogues on race in the classroom. *Cultural diversity and ethnic minority psychology, 15*(2), 183-190.
- Sue, D. W., Nadal, K. L., Capodilupo, C. M., Lin, A. I., Torino, G. C., & Rivera, D. P. (2008). Racial microaggressions against Black Americans: Implications for counseling. *Journal of Counseling & Development, 86*, 330-338.
- Waites, C., Macgowan, M. J., Pennell, J., Carlton-LaNey, I., Weil, M. (2004). *Increasing cultural responsiveness of family group conferencing*. National Association of Social Workers, Inc.
- Wright, P. G. (2013). Implications of microaggressions in social work. *Academic Exchange Quarterly*, pp. 45-50.