Organizational, Community, and Societal Structures and Processes — SW502

Fall 2005
Mon 1:00-4:00, Room 3003 SEB
Office hours by appointment
Subject: HB – Human Behavior
Prerequisites: None
Credit hours: 3
Location: Foundation HBSE Course

Description
This course is designed to support the foundation practice method courses which are taken concurrently in the first semesters. The general focus of this course is to present the various processes, connections and consequences that institutional structures and arrangements have on the various communities and at-risk-populations that are served by the social work profession. Students will develop an understanding of key professional and theoretical foundations for practicing social work. This course will also introduce students to the curricular themes and the concepts of privilege, oppression, diversity, and social justice (PODS) that are infused in the advanced practice areas.

Content
The course uses the central social work values of social justice, multiculturalism, and empowerment to generate a framework for the critical examination of theoretical perspectives of organizational, community, and societal structures and processes. The key theoretical foundations that will be discussed include social ecology, structural theory, risk/resiliency perspective, theories of poverty, social change and social justice, theories of political economy, and organizational theory. In examining these theoretical foundations, students will explore the intersectionality of race, gender, sex, sexual orientation, age, class, color, culture, ability, ethnicity, marital status, national origin, and religion, and how this intersectionality plays out in discrimination, oppression, and privilege.

Objectives
Upon completion of the course, students will be able to:
1) Identify, describe, and critique selected theoretical perspectives on organizational, community, and societal structures and processes.
2) Describe and analyze:
   a) The impact that organizational structures and processes have on practice settings
   b) How community and societal structures and processes impact the client groups served by social agencies.
3) Describe how privilege, oppression, diversity, and social justice (PODS) are manifested in the structures and processes of society, communities, and complex organizations.
4) Analyze how the intersections of race, ethnicity, class, gender, sexual orientation impact their own life experiences, their relationships with colleagues and supervisors, and their relationships with agency clientele and community groups.
5) Identify major processes and contemporary manifestations of oppression, discrimination, prejudice, power and privilege as they impact on populations-at-risk and vulnerable and oppressed groups by:
   a) describing barriers to organizational and community competence;
   b) identifying sources of intragroup and intergroup conflict stemming from cultural group membership;
   c) identifying the role of risk and protective social factors in relation to social problems and social/economic justice.

6) Apply professional values and ethics by:
   a) distinguishing differences among culturally sensitive, culturally competent, multicultural, and ethnoconscious frameworks in social work;
   b) critically evaluating organizations, community, and societal structures and processes that seek to promote social and economic justice.

Relationship of the course to four curricular themes

*Multiculturalism and Diversity* will be addressed through presentation of theory and research about oppressed and at-risk populations, and the impact that community, organizational and societal functioning has on the well-being of these groups.

*Social Justice and Social Change* will be covered in the empirical and theoretical literature that document socially just organizational, community, and societal structures and processes. Social change theories and strategies will be presented that demonstrate how we move toward a more socially just society.

*Promotion, Prevention, Treatment, and Rehabilitation* will be addressed through discussion of programs and systemic interventions to prevent stress and oppression of individuals, families, and groups and enhance their quality of life and well-being. The role of risk, resiliency, and preventive social factors will be discussed in relations to social problems.

*Behavioral and Social Sciences Research* will be reflected in the organizational, community, and societal theories that are presented in order to analyze the impact that the social environment has on individuals, families and groups.

Relationship of the course to social work ethics and values

This course will address ethical and value issues related to working with organizations, communities, and societal structures and processes. The NASW Code of Ethics will be used to inform practice in this area. Examples of ethical and value related issues will include: the social worker’s responsibility to promote the general welfare of society by preventing and eliminating discrimination, ensuring equal access to resources, expanding choices and opportunities for all persons, encouraging respect for diversity, advocating for changes in social policies, and encouraging informed participation by the public. In addition, issues related to organizations will be covered, such as preventing discrimination in the work place, improving agency policies and procedures, and increasing the effectiveness and efficiency of organizations.

Class organization and other matters

The format is lecture, with questions and discussion, as well as organized class discussions. Classroom activities may also include simulations, videos/films, group projects, guest lectures, student presentations, case analyses, etc. Reading is very important in this class, but my intention is to make the class participatory, fun, and engaging, as well as a space for critical learning. Please contact me if you feel a participatory learning environment is missing. Students must check their email accounts for class-related messages (these will always include "SW502" in the subject line) at least once every other day.
Requirements and grading

Students are expected to attend all classes. Excessive absences can be a reason for a failing grade. Roll will be taken during the first part of the class until the instructor learns the names of the students.

The overall grade for the course will be based on completion of two take-home assignments (60%), class participation (15%), and a final in-class exam (25%). Following standard school policies, an "A" grade will be given for exceptional individual performance and mastery of the material. A "B" grade will be given to students who demonstrate mastery of the material. A "C" grade is given when mastery of the material is minimal.

All written submissions should be typed in Times New Roman or Courier New sized 11 points or larger, double-spaced. Unless otherwise instructed, papers must follow an established academic convention (e.g., Harvard, Vancouver, APA) for organization, pagination, table and figure presentation, and bibliographic references. Late assignments will be accepted with a heavy penalty.

Class participation refers to raising and answering questions and contributing to discussion with information, opinions, and comments from the readings. Since the content of this course is often controversial, students are encouraged to express their opinions, though in a respectful manner. The assessment of assignments will be based on the usual criteria, including conformity with the requirements of the assignment; definition and maintenance of a well-defined focus; systematic and logical presentation of arguments; appropriate use of evidence; development of relevant and interesting insights; familiarity with, and appropriate use of, relevant literature; and clarity of presentation. Correct grammar and spelling are assumed in graduate student papers and up to 10% of the credit for a written assignment can be lost if there are major problems in these areas.

Readings

It is expected that during the course the student will read in its entirety each reading stated as required. Required reading includes the following two books: Bob Mullaly's *Structural social work — Ideology, theory and practice* (Toronto, Oxford University Press, 1997, 210 pages), and Allan G. Johnson's *Privilege, power and difference* (Boston, McGraw Hill, 2006, 180 pages). Both have been ordered at the Shaman Drum Bookshop (311-315 S. State Street, phones 734-662-7407 and 800-490-7023); they are also on reserve in the library. Other readings from books and journals will be required or suggested (see the class schedule), and those required will be made available in class or in the C-Tools website (https://ctools.umich.edu/portal). The required readings are the minimum that students must read during the course. The bibliography at the end of this syllabus includes a number of books and papers, most of them available at the University libraries, that can be useful for general or particular purposes—for instance, for preparing a presentation on a particular issue. Macarov's *What the market does to people—Privatization, globalization, and poverty* (Atlanta, Clarity Press, 2003) and Gladwell's *The tipping point—How little things can make a big difference* (Boston, Little Brown, 2002) are two books that may be good readings for this class, so it is advisable that you take a look at them and read some parts or all of them if you find them interesting. Payne's *Modern social work theory* (3rd ed., Chicago, Lyceum, 2005) may also be useful. Additional material pertaining to various themes and topics may be distributed or assigned from time to time by the instructor. For discussion in class, brief readings of no more than a few pages may be assigned on short notice. Since one of the major goals of this class is to introduce new concepts that are used in social work, students are strongly encouraged to use dictionaries. Different definitions can shed light on differences in approach or attributed meaning. I especially recommend *The concise Oxford dictionary of sociology* by Gordon Marshall (New York, Oxford University Press, 1994) and *The Blackwell dictionary of sociology* by A. J. Johnson (Oxford, Blackwell, 1995)
Assignments
At the third class meeting, a two-page paper is due in which you must try to help me get to know you. This paper will be considered part of your general participation. The first class assignment will be due around Thanksgiving. The second assignment will be due on December 12. Both will involve questions related to the readings and class discussions. Particular details on extension, dates, etc. will be posted in C-Tools and announced in class. The final exam will include several questions from a list previously distributed.

Office hours
By appointment, usually at my office at the Institute of Labor & Industrial Relations, Victor Vaughan Building, 1111 East Catherine Street, #308 (located about a 10- to 15-minute walk from the SSWB; see map). To set up an appointment, please email me or call 763-0071.

Other matters
To avoid disruption, cell phones and pagers are not permitted in class.
Students registered for this class will have access to a C-Tools web site for the class. Background materials, the class schedule, and other materials will be provided on the class web site.

Weekly class schedule
This schedule is subject to change. It is recommended that the first six chapters of Mullaly's *Structural social work* and the first three chapters of Johnson's *Privilege, power and difference* be read during the first four weeks of the course. Then it is advisable to finish Johnson before finishing Mullaly. Titles in the class schedule refer to required (req.) or suggested (sug.) readings available in the C-Tools website (web) or in the course pack (pack).

**WEEK 1** — Sept. 12
General introduction.

**WEEK 2** — Sept. 19
What are theories and paradigms? Why do we need to know them?
Req.: Myers [10 pages, web], Definition of social work

**WEEK 3** — Sept. 26
Social problems, social services and social work. What is the welfare state?
Sug.: Weber, Ch. 1 [13 pages, pack].

**WEEK 4** — Oct. 3
Theories of society (I).
Req.: Kristol [4 pages, web].
Req.: Murray [5 pages, web].

**WEEK 5** — Oct. 10
Theories of society (II).
Req.: Friedman [4 pages, web]
Req.: Marmot [2 pages, web].
Req.: Einstein [5 pages, web].

------------------------------- Fall break -----------------------------

**WEEK 6** — Oct. 24
Globalization.
Sug.: IFSW Globalization [16 pages, web].
WEEK 7 — Oct. 31  Moral values, ethical ideas, social justice and structural social work.
Req.: Reisch - Social justice [12 pages, web].
Req.: IFSW Ethics [9 pages, web].
Sug.: Dodenhoff [20 pages, web].

WEEK 8 — Nov. 7  Communities: Theoretical perspectives.
Req.: Hinojosa [10 pages, web].
Sug.: Bobo & Smith [30 pages, pack].

WEEK 9 — Nov. 14  Resilience, power, and empowerment in communities and neighborhoods.
Req.: Piven [15 pages, web].
Sug.: Tucker [11 pages, web].

WEEK 10 — Nov. 21  Issues in social service organizations.
Req.: Reisch - Interorganizational relations [10 pages, web]
Sug.: Allen [23 pages, web].
Sug.: Meyer [24 pages, web].
Sug.: Bolman & Deal [20 pages, pack]
Sug.: Reitan [20 pages, web].

WEEK 11 — Nov. 28  Groups and the macro social environment.
Req.: Weber, Ch. 2 [26 pages, pack].
Req.: Barley [2 pages, pack].

WEEK 12 — Dec. 5  Discrimination against specific groups. Intersectionality.
Req.: Swigonski [11 pages, web].

WEEK 13 — Dec. 12  Social change.

WEEK 14 — Dec. 19  Final exam.

Bibliography
Harp R. 1994 Who is this we?: Absence of community (pp.45-55). Montréal : Black Rose Books
Nelson G et. al. 2001 Building value-based partnerships: Toward solidarity with oppressed groups American Journal of Community Psychology, 29(5), 649-677
Parenti M. 1996. Dirty truths: Reflections on politics, media, ideology, conspiracy, ethnic life and class power San Francisco: City Lights Books