

Contents

Introduction vii

Chapter 1

Identifying as a Professional Social Worker 2

Developing a Professional Identity 6

Accreditation and Regulatory Requirements

Identifying as a Professional Social Worker 7

Meta-Competencies in Social Work Practice 8

Social Worker Exemplar: Jackie Stokes

My First Job as a Social Worker 12

Developing Reflexivity in Practice 14

Honouring Indigenous Knowledge and Culture

Reflexivity and Reconciliation 15

Francophone People in Canada

Respecting and Strengthening Unique Identities 17

Critical Theory and Field Education 18

Social Worker Exemplar: Ralph Tarlit

Transforming My Worldview 20

Practice Scenarios 22

Field Education Practicalities

The First Steps in Field Placement 24

Reflection, Learning, and More Practice 26

Chapter Review 27

Chapter 2

Employing Critical Thinking 28

Social Work Theory 32

Accreditation and Regulatory Requirements

Employing Critical Thinking 33

Integrating Theory and Decision-Making in Practice 34

Social Worker Exemplar: Fran Harvey

Linking Theory to Practice 36

Evidence-Based Practice 38

Quebec Guidelines on Evidence-Based Practice

Fostering Knowledge Transfer and Clinical Excellence 39

Influences on Decision-Making 40

The Role of Emotions in Decision-Making 42

Indigenous Healing Practices

Spirituality and a Sense of Interconnectedness 43

Social Worker Exemplar: Kelly Cunningham

Unconditional Positive Regard 44

Postmodern Contributions to Social Work Practice 46

Practice Scenarios 48

Field Education Practicalities

Seminars, Learning Plans and Goals, and Reflexive Journaling 50

Reflection, Learning, and More Practice 52

Chapter Review 53

Chapter 3

Adhering to Social Work Values and Ethics 54

Ethical Dilemmas in Everyday Practice 58

Accreditation and Regulatory Requirements

Adhering to Social Work Values and Ethics 59

The Ethical Foundations of Social Work Practice 60

Indigenous Worldviews, Values, and Ethics

“Everything Is Shared” 61

“Informed Consent” in Quebec

Supporting Persons with Intellectual Disabilities 63

Social Worker Exemplar: Connie Macadam

Reporting Child Abuse 66

Ethics and Technology 68

Ethical Decision-Making Models 70

Critical Practice and Codes of Ethics 72

Social Worker Exemplar: Erika Picton

Acknowledging Dual Relationships 74

Practice Scenarios 76

Field Education Practicalities

The Ethical Responsibilities of Supervisors 78

Reflection, Learning, and More Practice 80

Chapter Review 81

Chapter 4

Respecting Diversity and Difference 82

Respecting Diversity and Intersectionality 86

Accreditation and Regulatory Requirements

Respecting Diversity and Difference 87

Cultural Intelligence and Mindfulness 88

Being an Ally 90

Social Worker Exemplar: Robin Carr

Learning Cultural Humility 92

Gender Identity and Expression 94

The Contributions of Queer Theory

Disrupting Male/Female Binaries 95

Gender-Sensitive Practice with Men 96

Indigenous Men and Domestic Violence in Quebec

The Effects of Assimilation and Colonization Policies 97

New Understandings of Diverse Abilities 98

Social Worker Exemplar: Alysha Piva

Transitioning from “Helper” to “Ally” 100

Coming to Terms with Aging 102

Critical Theory and Immigration Practices 104

Practice Scenarios 106

Field Education Practicalities

Supervision and Feedback 108

Reflection, Learning, and More Practice 110

Chapter Review 111

Chapter 5

Conducting Assessments 112

The Assessment Process 116

Accreditation and Regulatory Requirements

Conducting Assessments 117

Developing Professional Relationships 118

The Social History Assessment 120

Social Worker Exemplar: Caroline Neale

Assessing for Risk of Violence 122

Mental Health Screening 124

Men’s Suicide and Mental Health in Quebec

Implementing Gender-Specific, Reflexive Practices 125

Critical Approaches to Mental Health and Substance Use

From Individual Illness to Social Equity 127

Screening for Harm to Self or Others 128

Presenting Assessment Information 130

Social Worker Exemplar: Hilary Greelish

Mental Health Assessments 132

Assessment with Indigenous Peoples 134

Practice Scenarios 136

Field Education Practicalities

Preparing for Midpoint Assessments 138

Reflection, Learning, and More Practice 140

Chapter Review 141

Chapter 6

Applying Knowledge of Human Development and Behaviour 142

Human Development Theory 146

Accreditation and Regulatory Requirements

Applying Knowledge of Human Development and Behaviour 147

The Life Stages of Anishinaabe Women

The “Seven Fires” of the Saulteaux 149

Conception, Infancy, and Early Childhood 150

Social Worker Exemplar: Lorry-Ann Austin

Childhood Neglect and Trauma 154

Identity Formation in Childhood and Adolescence 156

Mental Health in Childhood and Adolescence 158

Skills for Working with Children and Families 160

Early, Middle, and Late Adulthood 162

Critical Theory and Child Development 164

Indigenous Child-Rearing

The Circle of Caregivers 165

Social Worker Exemplar: Brit Sluis

Reflecting on Personal Biases 166

Practice Scenarios 168

Field Education Practicalities

Working in Teams 170

Reflection, Learning, and More Practice 172

Chapter Review 173

Chapter 7

Planning and Delivering Services and Interventions 174

Completing the Assessment 178

Accreditation and Regulatory Requirements

Planning and Delivering Services and Interventions 179

Generalist-Eclectic Direct Practice 180

Social Worker Exemplar: Rebecca Sanford

Interprofessional Practice 182

Shared Decision-Making 184

Intervention Principles in Practice 186

Integrated Health-Care Solutions in Quebec

Shared, Non-hierarchical Decision-Making 187

Jordan’s Principle

Ensuring First Nations Children’s Access to Services 189

Successful Endings and Terminations 190

Structuration Theory and Human Agency 192

Social Worker Exemplar: Dionne Mohammed

Indigenous Worldviews 194

Practice Scenarios 196

Field Education Practicalities

Working through Difficulties 198

Reflection, Learning, and More Practice 200
Chapter Review 201

Chapter 8

Promoting Community Sustainability 202

Community Responses to Social Problems 206

Accreditation and Regulatory Requirements

Promoting Community Sustainability 207

Practice Principles in Community Development 208

Social Worker Exemplar: Katherine McParland

Youth Homelessness 210

Models of Community Development 212

Co-constructing Home Care Services in Quebec

Popular Participation and Community Action 213

Indigenous Approaches to Community Development

Engaging in Traditional Processes 215

The Community Development Process 218

Critical Theory and Community Development 220

Social Worker Exemplar: Jackie Stokes

Community Engagement 222

Practice Scenarios 224

Field Education Practicalities

Staying Healthy in Social Work Agencies 226

Reflection, Learning, and More Practice 228

Chapter Review 229

Chapter 9

Advocating for Human Rights and Social Justice 230

Social Problems through a Human Rights Lens 234

Accreditation and Regulatory Requirements

Advocating for Human Rights and Social Justice 235

Reframing Human Needs as Human Rights 236

Social Worker Exemplar: Bob MacDonald

Public Policy and Human Rights 238

Human Rights and Fundamental Freedoms 240

Critical Theory and Human Rights

A Participatory Approach 241

Quebec's Anti-Poverty Strategy

An Action Plan of Solidarity and Social Inclusion 243

Social Justice and the Rights of Indigenous

Peoples 244

Standing Up to Injustice

Cindy Blackstock, Moral Courage, and the

Importance of Self-Care 246

Social Worker Exemplar: R.J. Fisher

Activism for Health Justice 248

Practice Scenarios 250

Field Education Practicalities

Ending Relationships Successfully 252

Reflection, Learning, and More Practice 254

Chapter Review 255

Chapter 10

Engaging in Research, Policy Analysis, and System Change 256

A Role for Research in Social Work 260

Accreditation and Regulatory Requirements

Engaging in Research, Policy Analysis and Development, and System Change 261

Becoming a Practice Researcher 262

Social Worker Exemplar: Gretchen Woodman

Being a Practice Researcher 264

Shaping Policy Outcomes for Canadians 266

Health-Care Reforms Since the Early 2000s

Changes in Ontario, Alberta, British Columbia, and Quebec 267

Research on Child Welfare Practice 268

Research on Federal Funding for Social Programs 270

Research on Indigenous Health Justice 272

Research on Organizational Change in Human Service Organizations 274

Critical Perspectives on Service Delivery Systems

The Need for Equity, Caring, and Social Justice in Human Service Organizations 275

Social Worker Exemplar: Theresa Thoms

Acquiring Research Skills 276

Practice Scenarios 278

Field Education Practicalities

Am I Cut Out for a Career in Social Work? 280

Reflection, Learning, and More Practice 282

Chapter Review 283

Appendices

- 1 Global Social Work Statement of Ethical Principles (IFSW) 285
- 2 Accredited Social Work Programs in Canada 288
- 3 Provincial/Territorial Regulatory Bodies 289

References 290

Index 302