

CODE OF ETHICS

OF THE NATIONAL ASSOCIATION OF SOCIAL WORKERS

What's New in the 2021 NASW
Code of Ethics?

Self-Care and Cultural Humility

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See also, NASW's webinar with Dawn Hobdy, Terrika Hardy, & Stephanie Azare Nti

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Agenda

- Context
- Self-Care
- Cultural Competence, Humility & Awareness
- Questions & Discussion

6/8/21



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COE History

COVID-19 Pandemic

In-Person vs. Tech-Mediated Services

Anti-Black Racism

Heightened awareness

Self-Care: Pre-June, 2021 - Reactive

SWs with personal problems, psychological distress, legal problems, substance abuse or mental health issues that might interfere with their work

S.4.05: “immediately seek consultation and take appropriate remedial action by seeking professional help, making adjustments in workload, terminating practice, or taking any other steps necessary to protect clients or others.”

S.2.08: Colleagues with impairments

- ▶ 1st speak with colleagues about remedying the problems possible impairments
- ▶ if the colleagues do not adequately address these concerns, then SW should “take appropriate actions established by employers, agencies, NASW, licensing and regulatory bodies, and other professional organizations

Self-Care 2021: Proactive and Preventative

Purpose Section

- ▶ 5. The Code socializes practitioners new to the field to social work's mission, values, ethical principles, and ethical standards, ***and encourages all social workers to engage in self-care, ongoing education, and other activities to ensure their commitment to those same core features of the profession.***

Purpose Section

- ▶ **Professional self-care is paramount for competent and ethical social work practice. Professional demands, challenging workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity. Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers' self-care.**

What types of self-care do you use?

(fun and challenging examples)



Self-Care: 2021 Principles

Ethical Principle: Social workers behave in a trustworthy manner.

- ▶ Social workers are continually aware of the profession's mission, values, ethical principles, and ethical standards and practice in a manner consistent with them. ***Social workers should take measures to care for themselves professionally and personally.*** Social workers act honestly and responsibly and promote ethical practices on the part of the organizations with which they are affiliated.



Holistic Personal and Professional Self-Care



This Self-Care Wheel was inspired by and adapted from "Self-Care Assessment Worksheet" from Transforming the Pain: A Workbook on Vicarious Traumatization by Saakvitne, Pearlman & Staff of TSI/CAAP (Norton, 1996). Created by Olga Phoenix Project: Healing for Social Change (2013).

Professional Self-Care: Foster Resilience

- ▶ Know expectations of your job: Ask! Set boundaries.
- ▶ Stress management
- ▶ Mindfulness / Meditation / Breathing / Yoga / Reflection
- ▶ Positive mindframe: Focus on what you're doing well
- ▶ Know that just being there makes a difference
- ▶ Spirituality: Faith / Meaning
- ▶ Avoid perfectionism and need to fix or control
- ▶ Good nutrition, sleep hygiene, exercise
- ▶ Avoid self-medicating with drugs/alcohol
- ▶ Supervision, peer consultation, therapy



Benefits of Self-Care

- ▶ Flourish – ethically, professionally, physically, emotionally
- ▶ Serve clients effectively and ethically
- ▶ Resilience to stresses
- ▶ Risk management
- ▶ Productivity



Self-Care
≠
Selfish

Cultural Competence, Humility, and Awareness

Pre-June 2021

Cultural Awareness

- ▶ Attentiveness and understanding of the differences between themselves and people from other races, ethnicities, genders, religions, disabilities/abilities, or other diversity backgrounds or social identities

Cultural Competence:

- ▶ the ability to provide services to clients that honor different cultural beliefs, interpersonal styles, attitudes and behaviors and the use of multi-cultural staff in the policy development, administration and provision of those services (US Dept. of Health and Human Services)

Revisions to Standard 1.05 (bolded)

1.05 Cultural **Competence**

- ▶ (a) Social workers should **demonstrate understanding** of culture and its function in human behavior and society, recognizing the strengths that exist in all cultures.
- ▶ (b) Social workers should **demonstrate** knowledge **that guides practice with clients of various cultures** and be able to demonstrate **skills** in the provision of **culturally informed** services that **empower marginalized individuals and groups**. **Social workers must take action against oppression, racism, discrimination, and inequities, and acknowledge personal privilege.**
- ▶ (c) **Social workers should demonstrate awareness and cultural humility by engaging in critical self-reflection (understanding their own bias and engaging in self-correction), recognizing clients as experts of their own culture, committing to lifelong learning, and holding institutions accountable for advancing cultural humility.**

Revisions to Standard 1.05 (cont'd)

- ▶ (d) Social workers should obtain education about **and demonstrate understanding** of the nature of social diversity and oppression with respect to race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, and mental or physical ability.
- ▶ (e) Social workers who provide electronic social work services should be aware of cultural and socioeconomic differences among **clients' use of and access** to electronic technology and **seek to prevent such potential barriers**. Social workers should assess cultural, environmental, economic, mental or physical ability, linguistic, and other issues that may affect the delivery or use of these services.

Aware and Responsive to:

- ▶ Client's values, worldviews, language, belief systems, traditions, norms...
- ▶ Experiences of discrimination, and oppression

Rejects being “color blind”



Strategies for Cultural Humility

- ▶ Lifelong commitment
- ▶ Other focused
- ▶ Critical self-reflection
- ▶ Aware of biases, privilege, transference...
- ▶ Treating client as expert
- ▶ Ethnographic interviewing
- ▶ Sustained contact and work with
- ▶ Readings and research
- ▶ Narratives
- ▶ Supervision, peer consultation
- ▶ Cultural interpreters

Awareness of privilege

- ▶ Race
- ▶ Gender
- ▶ Sexual orientation
- ▶ Education
- ▶ Ability/disability
- ▶ Religion
- ▶ Citizenship/status
- ▶ Other?



<https://www.ucf.edu/news/waking-up-to-whiteness-and-white-privilege>

Positive Duties to address:

Oppression

Discrimination

Disparities

Strategies

- ▶ Empower and educate
- ▶ Listen and give voice (advocate)
- ▶ Support
- ▶ Policy change and law reform
- ▶ Link with resources
- ▶ Community organization
- ▶ Vote
- ▶ Anti-oppression, anti-racism



Question for Chat Box

How can we
hold agencies
accountable
for cultural
humility?



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