

DIVERSITY AND SOCIAL JUSTICE

Department of Counseling Psychology
Lewis & Clark College

CPSY 550

Fall, 2013

“Service is no substitute for action, though it might as well be the prelude to action. It is right and good that we seek to help the less fortunate, but we must remember that assuaging the condition of the poor is not the same as working to remedy the root causes of poverty. We can contribute well to food pantries, raise funds for worthy causes through bake sales and the like, but patriotism- to country and humankind- prompts us to undertake more radical action. Charity is a matter of personal attributes; justice a matter of public policy. Charity seeks to alleviate the effects of justice; justice seeks to eliminate the causes of it. Charity in no way affects the status quo, while justice leads inevitably to political confrontation.” Wm. Sloan Coffin.

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COURSE INFORMATION

Time: Tuesday, 5:30-8:30pm
Location: Rogers Hall, 219
Credits: 3 credit hours
Pre-requisites: CPSY 502 or CPSY 503, CPSY 513

COURSE DESCRIPTION

Development of diversity awareness and knowledge including systems of power and privilege. Introduction to methods/skills for working with clients who are diverse in culture, race, ethnicity, gender, age, sexual orientation, or physical or mental ability. Focus is on helping students become capable therapists in varied environments, including becoming aware of their own beliefs, biases, and prejudices.

REQUIRED TEXTS

Rothenberg, P.S. (2013). *Race, Class, and Gender in the United States: An Integrated Study* (9th edition).

Rastogi, M. & Weiling, E. (2005). *Voices of color: First person accounts of ethnic minority therapists*. Thousand Oaks: Sage Publications.

Additional readings as outlined in the syllabus

COURSE OBJECTIVES

- To press beyond individual experience to articulate and comprehend larger and systemic race, class, and gender inter-relationships and hierarchies
- Gain a better understanding of the interplay between dominant power structures, subgroup identities, and subjectivity, (i.e. agency and empowerment)
- Work effectively in groups, structured, and non-structured environments
- Have fun while learning ☺

DEPARTMENTAL COURSE OBJECTIVES:

1. Think crucially and reflexively about the history, the presuppositions, and social context of dominant Western culture, one's individual culture, and the cultural precepts inherent in clinical practice. This includes strengthening abilities to recognize cultural limitations in existing counseling, therapy, and school-based practices and to use privilege for the promotion of social equity (CC: 2a, 2d).
2. Demonstrate beginning awareness, knowledge, and skill for working cross-culturally, using ethical guidelines and multicultural competencies, including the ability to respectfully explore clients' and learners' lives, values, and ways of knowing (CC: 2c).
3. Develop an awareness of how one's own assumptions, values, and worldview, including cultural heritage, race, class, gender, sexual orientation, ability, life experiences, affiliations and identities legitimate a form of normality, pathology, the process of treatment, intervention, and the therapeutic alliance (CC: 2d, 2e).
4. Identify and critically understand the social location of individuals, families, and communities in the context of power and privilege and relative to the intersecting identities of gender, race, class, religion, sexual orientation, ability, national origin, age, and language as these influence experience in and out of therapeutic and school contexts.
5. Gain basic skills in discussing identified therapeutic and learning issues within their cultural context.
6. Explore larger community, institutional and systemic forces that promote and maintain social inequalities related to group memberships (e.g. agencies of social control, transferability of knowledge/intellectual colonization, systems of class reproduction, institutionalized classism, racism, sexism, ageism, response to physical and mental diversity, etc. in social policy, dominant discourse (CC: 2d).
7. Learn about advocacy processes needed to address institutional and social barriers that impede access, equality, and success for clients (CC: 1g).
8. Consider the role of racial, ethnic, and cultural heritage, nationality, socioeconomic status, family structure, age, gender, sexual orientation, religious and spiritual beliefs, occupation, and physical and mental status, and equity issues in individual, family and community counseling, therapy and school psychology services (CC: A5) (NASP: 2.5).

GROUND RULES. (Adapted from those by Margaret Andersen, University of Delaware).

Given the nature of this course, the following rules are intended to promote an atmosphere which will facilitate the learning process as well as respect the experiences of different groups in the classroom and the larger society. The class can agree to revise them and add others, but all students must commit themselves to the final set of rules by the end of the first class. These principles will guide our class discussions and interactions.

1. Acknowledge that oppression exists in our society.
2. Acknowledge that one of the key elements of oppression is that we are all systematically taught misinformation about race, ethnicity, and gender. This is true for both majority and minority group members.
3. While we cannot be blamed for the misinformation that we have learned, we can and will be held responsible for repeating misinformation after we have learned otherwise.
4. We will actively pursue information about racial, ethnic, and cultural groups. However, the basis for this information will not be on societal learned myths or stereotypes about these groups.
5. We will share information and ideas with members of the class and we will never demean, devalue, or “put down” people for their experiences.
6. We each have an obligation to combat actively the myths and stereotypes about diverse populations so that we can break down the barriers, which impede group cooperation.
7. We will assume that all of us, regardless of our racial identity, nationality, sex, class or cultural background, have been influenced by the racism, sexism, and heterosexism of our society and that individuals can actively change.
8. We will create a safe atmosphere for open discussion. At times, members of the class may wish to make comments that they do not want repeated outside of the classroom. If so, the student will preface his or her remarks with a request and the class will agree not to repeat the remarks.
9. We will try to see the world through the experiences of people who have different perspectives than our own. This will mean not assuming that one’s own perspective is the only or the best way to see and think.

COURSE POLICIES

Email Policy

I maintain a 48-hour response policy for all email communications not including weekends. If you do not receive an email response within 48 hours of your email being sent, assume that I did not received your email unless I respond noting otherwise. **In very rare circumstances (i.e., emergencies) will an email receive a response between 5pm Friday and 8am Monday.** Note: Questions regarding assignments are not typically considered emergencies.

Attendance and Participation

Attendance: You are expected to attend every class. Because this course only meets once a week, missing one class can be detrimental to your overall success in the course as a whole. **More than two absences (excused or not) will result in you failing the course.**

CPSY Departmental Attendance Policy

Class attendance is expected and required. Any missed class time will be made up by completing extra assignments designed by the instructor. Missing more than ten percent of class time may result in failure to complete the class. This would be 4.5 hours of a 45 hour class (3 credits), 3.0 hours for a 30 hour class (2 credits) or 1.5 hours for a 15 hour class (1 credit.) In case of extreme hardship and also at the discretion of the instructor, a grade of incomplete may be given for an assignment or the entire course. In such cases, the work to be submitted in order to remove the incomplete must be documented appropriately and stated deadlines met. Students are expected to be on time to class and tardiness may be seen as an absence that requires make-up work.

Participation: You are expected to actively participate in class discussions, as this is a community of learners in which we all contribute. Participation not only adds to the quality of discussions, but also demonstrates that the class is completing assigned readings and understanding the material. When you do not participate, other students are forced to pick up your slack.

Late assignments

All assignments will be due at the start of class on the dates outlined in the syllabus. Late assignments will be penalized 10% of the points available for each 24-hour interval that they are late. Assignments > 1 week late will not be accepted unless you have medical or other valid documented reasons for the delay. In short, all assignments are outlined in the syllabus, are not subject to change, thus providing you with all the information and ample time to plan your schedules accordingly to ensure that all assignments are completed thoroughly and in a timely fashion.

COURSE REQUIREMENTS

Informed Class Participation (45 points, up to 3 points per class): Discussions of social justice, position of power and privilege, as well as ethical considerations of marginalization and discrimination in counseling interactions will be employed. The essential components to informed class participation are spirited class attendance, insightful contributions to class discussions that are grounded in your careful consideration of the required readings. **The class will be developed as a community of collaborative learners where each will be an active in agent in their own learning experiences. Students will participate in generating a classroom environment where students support each other in a respectful, productive and resourceful manner as**

might be paralleled in the world of clinical work. You can't participate if you are not present. Active participation is essential and will be evaluated in the following way:

Excellent (3 points) - Proactive participation through leading, originating, informing, challenging contributions that reflect in-depth study, thought, and analysis of the topic under consideration. This does not mean dominating the discussion or using a lot of words to say little.

Satisfactory (2 points) - Reactive participation with supportive, follow-up contributions that are relevant and of value, but rely on the leadership and study of others, or reflect opinion rather than study, thought, and contemplation.

Minimal acceptability (1 point)- Passive participation including being present, awake, alert, attentive, but not actively involved.

Unsatisfactory - Uninvolved including being absent, late, present but not attentive, sleeping, reading the newspaper, making irrelevant contributions that inhibit the progress of the discussion.

Analysis Paper (100 points): Instances of Personal and Institutional Discrimination (3-6 pages in length). Due **September 17, 2013**

Write about one incident in your life in which you were in power/privilege or the victim of discrimination or prejudice and one in which you were the perpetrator of discrimination or prejudice.

Social Justice Quilt (100 points; 30 points for the visual and 70 points for the presentation). “The quilt is used symbolically for the feelings about race and ethnicity that cover us while we sleep, comfort us against the cold, and are folded and neatly put away during various seasons of the year. They may be pieced together using one small scrap at a time, sometimes cut into beautiful designs from fancy materials, at other times cut into old shapes from plain, ordinary, well-worn fabric, and stitched by a machine instead of by hand. Regardless of any or all of these origins, they are bound with small stitches, bordered, have padded insulation, and are backed with substantial material. We think of them as so necessary to survival that we give them to babies, and often pack them when going on lone and desolate journeys. Some are tattered and torn from overuse, others are carted out for display, company, or special occasions; but we each own one” (Milo, 1995). For this project, students will use everyday objects (e.g., magazine cut-outs, photos) to create a “social justice quilt” that represents the most salient aspects of your identity (e.g., race/ethnicity, gender, sexual orientation, ability status) and history of personal advocacy that shape how they view social justice theory, the nature of human challenges and resilience, and the reasons they have chosen a helping profession.

Students will consult with the instructor prior to beginning the assignment to ensure their presentations draw on the appropriate readings from the course. Students will sign up for

a date on the first day of class to present their social justice quilts to the class. You may need to read ahead since your presentation may be scheduled prior to the relevant readings. Presentations should be kept to 20 minutes.

Blog entries (120 points; 20 points each): You are required to complete 6 Blog entries on Moodle. Each entry should consist of a thorough response to the week's question and should answer the question posed. We will use Blog entries to help facilitate discussion, and to facilitate on-going engagement with the course concepts and themes. While your Blog entries are informal responses, please follow proper netiquette when posting to our weblog (i.e., no flaming, and adhere to the same rules online as you would in real life). If you do not have a home computer please use one of the many campus computers to complete your Blog entries. I cannot accept handwritten Blog entries. Blog entries are due on Thursday by 5pm the week on which the readings will be discussed (in other words before class). **Due September 3, 16, 23, October 21, November 4, and December 2.**

SNAP Food challenge (30 points)

Poverty has been called the 'great equalizer' in that it does not discriminate between, race, ethnicity, age, gender, religion, sexual orientation, or any other category of difference. "The Supplemental Nutrition Assistance Program makes a difference in the lives of millions Americans across the country" who without this vital support might find it more challenging to feed themselves and their families. However, research shows that the amount budgeted for individuals (about \$4 per day) still poses threat of hunger. Your assignment for one week is to the SNAP/food stamp challenge. For the week of February 3rd-9th I challenge you to live on a food budget of \$28 for the week. In other words, ANYTHING you eat needs to be accounted for by this \$28. You will submit a 500 word reflection about your experience in Moodle. The written reflection is due **October 8.**

Facilitation of class discussion (75 points)

In groups of 3-4, you will facilitate one of the courses discussions. This is not meant to be a group presentation. Rather, this is an opportunity for you to guide your peers through a series of readings, engage them in dialogue, and help one another make clinical application of the material. If visuals are provided they should be supplemental. You should be prepared to have questions that generate discussion where necessary, but the ideal is that you help facilitate the organicity of course dialogue. Thus, this will require that you have a thorough understanding of the readings.

Expectations:

- Integrate readings and experiences to lead an engaging discussion
- Create insights into the topics
- Encourage discussion of different views
- Attend each class session
- Read all assigned readings
- Be prepared to facilitate discussion each week, with prepared questions or comments

- Provoke students' critical assessment of social justice history, philosophy, reality, and action through discussion
- Support inclusion of all students in discussion