

Multiracial Competence in Social Work: Recommendations for Culturally Attuned Work with Multiracial People

Kelly F. Jackson and Gina M. Samuels

According to the 2010 U.S. census, approximately 9 million individuals report multiracial identities. By the year 2050, as many as one in five Americans could claim a multiracial background. Despite this population growth, a review of recent empirical and theoretical literature in social work suggests a disproportionate lack of attention to issues of multiraciality. Instead, social work practice models remain embedded in traditional societal discourses of race and culture that often exclude or marginalize the experiences of multiracial individuals and families. This article summarizes recommendations following the domains of awareness, knowledge, and skills in the *NASW Standards for Cultural Competence in Social Work Practice* (NASW, 2001) to support culturally attuned social work practice with multiracial people. The authors argue that a culturally attuned practice approach—one that is inclusive of multiraciality—is not only timely, but also consistent with the profession's ethical obligation to provide culturally relevant services to all consumers and clients.

KEY WORDS: *cultural attunement; cultural competence; mixed race; multiracial; social work practice*

This article summarizes recommendations following the domains of awareness, knowledge, and skills in the *NASW Standards for Cultural Competence in Social Work Practice* (NASW, 2001) to support culturally attuned social work practice with multiracial people. We argue that a culturally attuned practice approach, one that is inclusive of multiraciality is not only timely, but also consistent with the profession's ethical obligation to provide culturally relevant services to all consumers and clients.

This article draws from an interdisciplinary body of scholarship, including social work, to highlight both shared and distinct experiences among multiracial populations. We posit that by comprehending the experiences of multiracial people and how multiracial identities are influenced by multisystemic factors, including the intersection of other identities (for example, gender, socioeconomic status, sexuality), we can expand rather than constrict the lens social workers use to understand ethnic and cultural identity processes within and across diverse groups. This article guides social workers through the first phase of competence—initially expanding our knowledge, awareness, and skills to be more inclusive of multiracial individuals and families. By introduc-

ing an initial discussion of this topic, we hope to challenge traditional notions of homogeneous racial groups and expand our commitment to the growing group of people who identify as multiracial.

We use the terms "multiracial" and "mixed race" interchangeably as umbrella labels inclusive of, but not as substitutes for, derivative terms emerging in the literature to describe multiracial populations or people who identify two or more racial heritages, including biracial, hapa, mestizo, Mexipino, Amerasian, and Afroasian (Root & Kelley, 2003).

In 2010, 2.9 percent of the U.S. population, officially identified with more than one racial-ethnic category on the U.S. census. This represents a 32 percent increase in the multiracial population since 2000 (Humes, Jones, & Ramirez, 2011). This significant percentage increase corresponds directly to increases in immigration and interracial contact and the rise in interracial marriage. It is estimated that by the year 2050, one in every five Americans could claim a mixed-race background (Lee & Bean, 2004; Smith & Edmonston, 1997). As much of the U.S. population is either multiethnic or multiracial, this is certainly an underestimate of people whose origins are racially and ethnically "mixed" (Morning, 2003). Furthermore, youths are most likely to officially

Social Work In A Multiracial Society Issues In Social Work

Charlotte Williams



Social Work In A Multiracial Society Issues In Social Work:

Multicultural and International Approaches in Social Work Practice Kui-Hee Song, 2016-09-26 Building upon the author's integrative and interactive ideas about human services fields this book presents an intercultural perspective of social work education practice and research with culturally linguistically relationally underprivileged minority groups in the local and global communities to show how the synthesis of theories from postmodern social constructionism multiculturalism and international organization empowerment can be applied when working with Asian immigrant families This book also demonstrates how a mutual development model of intercultural organizational institutional collaborative partnership can be relevant when providing an International Experience for Human Services Abroad Course Author Kui Hee Song uses in depth case studies in the culturally linguistic and diverse context of human services fields and in the cross nationally interactive context of host country human services organizations and home university academic administrations Kui Hee Song examines the clinical change process of a Korean immigrant family that is working with Child Protective Services seeking to resolve physical child abuse problems and generate new meanings in parent child relationships through therapeutic conversational dialogue As the new to this edition a case of Ming's story is especially the cultural differences between the Chinese immigrant client family and American medical setting where practitioner's personal beliefs were challenged Kui Hee Song critically examines specific steps to take in establishing intercultural service learning field placements for an experiential learning education abroad course Song explores the significant leadership roles and responsibilities of host country human services organizations and home university administrators involved with making a new international human services experience abroad program planning implementation and evaluation Specially Song provides a profound understanding of the empowerment process of a Korean family a conversational partnership in dialogue that invites the clients to speak their loud hitherto unheard voices and enhance a personal perception of competency for action and hope Song also gives a thoughtful comprehension of a mutual empowerment process of cross national collaborative partners differential responsibilities but mutually shared power vision and goals in working relationship that allows for each collaborator to stand together in unity of transactional and transformational leadership behaviors and strengthens the sustainability of the effective international human services experience abroad program

Multicultural Social Work Practice Derald Wing Sue, 2005-10-13 The groundbreaking new text for culturally competent social work practice In *Multicultural Social Work Practice* author Derald Wing Sue one of the most prominent and respected pioneers in diversity research and practice explores and synthesizes the important theoretical political and philosophical concepts related to cultural competence in the field of social work This comprehensive yet practical text offers students definitive guidance on culturally sensitive social work practice This important new work challenges the reader to consider the different worldviews of a highly diversified population and achieve cultural competence through increased awareness knowledge and skills It provides specific

definitions of multiculturalism cultural competence and multicultural social work that clearly guide discussion analysis and debate It also highlights the sociopolitical and social justice aspects of effective practice and closely examines how social work theories concepts and practices are often rooted in and reflective of the values of the dominant society Multicultural Social Work Practice features sections on Conceptual dimensions of multicultural social work practice The political dimensions of social work practice Racial cultural identity development social work implication The practice dimensions of multicultural social work Systemic and ecological perspectives of multicultural social work Profiles in culturally competent care for diverse populations In addition to the aforementioned coverage this innovative text features unique chapters on barriers to effective practice cultural styles in intervention strategies and indigenous healing strategies It also employs generous clinical and real life examples to illustrate important concepts A lively provocative guidebook that challenges traditional social work practice and featuring a foreword by Monica McGoldrick Multicultural Social Work Practice is a benchmark text for students of social work professional social workers and others in the helping professions **Ethical**

Issues in Social Work Richard Hugman, David Smith, 1995 It has always been recognised that the practice of social work raises ethical questions This collection of essays explores these questions in the light of recent developments in philosophy and in social work theory and practice *Cross-Cultural Social Work* Martin Ling, Lisanne Gibson, 2013-07-29 The world is now a global village yet cultural diversity is at the forefront of social work practice within and across countries Professional social workers in different countries increasingly have to relate to a multicultural society and to develop culturally relevant and appropriate practices with individuals and families groups and communities In addition social workers have to work across different national boundaries or with issues which emanate from forces both within and beyond the countries they are from Social work education therefore has to be able to prepare graduates to work in varying cultural and socio economic contexts In two parts Cross Cultural Social Work Local and global addresses contemporary issues that are at the forefront of community care and development Part 1 discusses theories and perspectives for culturally appropriate practice education and research whilst part 2 contains approaches to working with culturally diverse groups and practice areas Issues addressed in these parts include Part 1 Culture in social work cultural competence whiteness in social work biculturalism working with diversity and culturally based methods of inquiry Part 2 Marginalised indigenous communities social and economic barriers new and emerging communities end of life issues international adoption and culturally diverse aged care Combining theoretical discussions and practical knowledge building materials Cross Cultural Social Work facilitates the development of cultural competence among social work students educators practitioners and researchers The book engages readers to critically reflect on cultural underpinnings of dominant social work theories and methods and to challenge the way we think about culture and cross cultural practice Key Features A collection of works from contributors from different practice settings and different countries which facilitates the development of cultural competence among social work

students and educators practitioners and researchers Reflects the stipulations of professional accreditation bodies such as the Australian Association of Social Workers to include cross cultural practice as well as standards of practice with minority communities in curriculum content Combines theoretical discussions and practical knowledge building materials to aid in understanding theories in practice and prepare graduates to work in varying cultural and socio economic contexts

Multicultural Social Work Practice Derald Wing Sue, Mikal N. Rasheed, Janice Matthews Rasheed, 2016-01-19 A thorough exploration of diversity and social justice within the field of social work *Multicultural Social Work Practice A Competency Based Approach to Diversity and Social Justice* 2nd Edition has been aligned with the Council on Social Work Education's 2015 Educational Policy and Standards and incorporates the National Association of Social Workers Standards of Cultural Competence New chapters focus on theoretical perspectives of critical race theory microaggressions and changing societal attitudes and evidence based practice on research supported approaches for understanding the influence of cultural differences on the social work practice The second edition includes an expanded discussion of religion and spirituality and addresses emerging issues affecting diverse populations such as women in the military Additionally Implications for Multicultural Social Work Practice at the end of each chapter assist you in applying the information you have learned *Multicultural Social Work Practice* 2nd Edition provides access to important guidance regarding culturally sensitive social work practice including the sociopolitical and social justice aspects of effective work in this field This thoroughly revised edition incorporates new content and pedagogical features including Theoretical frameworks for multicultural social work practice Microaggressions in social work practice Evidence based multicultural social work practice New chapter overviews learning objectives and reflection questions *Multicultural Social Work Practice* 2nd Edition is an integral guide for students and aspiring social workers who want to engage in diversity and difference

Critical Multicultural Practice in Social Work Charlotte Williams, 2020-07-16 Critical multicultural practice rather than being a specialism is integral to Australian social work Drawing on critical race theory critical multiculturalism intersectionality and critical reflection as practice theory this major new edited collection challenges many of the dominant assumptions of cross cultural social work and provides instead a new model of transformative engagement Key concepts are considered including identity culture diversity and superdiversity how power and privilege shape everyday interactions and what is meant by citizenship in the contemporary context Part One explores the changing nature of multicultural practice in Australia including our society's changing demographic profile the impact of asylum and refugee migrations race and racism and cultural identity Indigenous perspectives and the relationship with multicultural practice are examined together with the ethical and legal basis for multicultural practice This part concludes with an outline of the editors framework for critical multicultural practice Part Two draws on contributions from a range of practitioners and offers new perspectives on diverse fields including child protection mental health disability ageing homelessness and rural and regional practice Featuring case studies and insights

drawn from across the spectrum of practice this book is a vital resource for all social workers practising in Australia today A rich and nuanced analysis of what is happening at the interfaces of our work and the lives of Australian citizens it articulates ways forward that are genuine bold and empathetic From the foreword by Professor Kerry Arabena The University of Melbourne

Social Work with Multicultural Youth Diane Deanda, 2013-01-11 Explore the cultural familial and community resilience and protective factors that are available to different youth populations in the U S The face of American youth is changing In 2000 ethnic minority youth constituted one third of the adolescent population by mid century the combined ethnic minority youth population will exceed the white adolescent population This vital book illustrates the diversity within the adolescent population examines the factors that serve as barriers and as facilitators to development and identifies strengths and protective factors contributing to resilience as well as needs and risk factors Social Work with Multicultural Youth presents accurate conceptual frameworks for understanding the experiences of ethnic youth to help you create culturally relevant interventions to promote their well being Here is a sample of what you ll find in this important and informative book a comprehensive epidemiological profile of adolescent populations with current data on issues that contribute to adolescents health and well being cultural strengths models and resilience models that meet the developmental needs of Latino and African American youth an overview of the academic disparities between Latina adolescents and their cohorts in other ethnic groups an important chapter that employs conflict theory to place the disadvantaged status and position of African American youth in its proper context specific recommendations for modifying the process of preparing Latino and African American youth in foster care for emancipation information on factors that differentially impact academic achievement between African American youth and their European American cohorts real world data about the who and where of adolescent fighting identified by race ethnicity gender and age new information about substance use in Asian Pacific Islander populations in America with important implications for substance abuse interventions resilience and protective factors that emerge from a qualitative study of seventh grade Latina adolescents a look at the differences in sexual behavior and attitudes between Latina adolescents born in the United States and those born outside the U S an evaluation of a unique five hour intensive intervention aimed at changing the knowledge and attitudes of Latino youth in regard to pregnancy and STDs

Social work in XXI Century St. Challenges for academic and professional training. Concepción Nieto-Morales, 2018-08-03 The book that you hold in your hands or on the screen of any technological device is the result of the effort made by a group of professors with the collaboration of professionals in different universities and study centres in twenty five countries It is title is already revealing Social Work in the 21st Century It is remarkable the coordination of professors Concepción Nieto Morales and Monica Solange De Martino Berm dez for readers to know not only the curriculum of Social Work in each of the countries that appear but also the profile of the student body and the identification and reflection on the challenges that the 21st century poses to the teaching of the profession among other elements Being a

social worker in these times requires a previous awareness before starting the long road that begins with academic training and ends with the daily work linked to people who need help they need us to help them to conquer their rights There is something else Social problems over the years seem not to change their name homeless drug addicts minors but we must know that the internal dynamics of these marginalized groups evolve over time We must act according to today s situation with today s schemes otherwise the essence of social work will disappear Race, Racism and Social Work Michael Lavalette, Laura Penketh, 2013-12-30 Without a doubt structural and institutionalised racism is still present in Britain and Europe a factor that social work education and training has been slow to acknowledge In this timely new book Lavalette and Penketh reveal that racism towards Britain s minority ethnic groups has undergone a process of change They affirm the importance of social work to address issues of race and racism in education and training by presenting a critical review of a this demanding aspect of social work practice Original in its approach and with diverse perspectives from key practitioners in the field the authors examine contemporary anti racism including racism towards Eastern European migrants Roma people and asylum seekers It also considers the implications of contemporary racism for current practice This is essential reading for anyone academically or professionally interested in social work and the developments in this field of study post 9 11

Multicultural Perspectives In Social Work Practice with Families, 3rd Edition Manny J. González, 2012-10 Print CourseSmart *Social Work and Ethnicity* Juliet Cheetham, 2021-11-07 Originally published in 1982 *Social Work and Ethnicity* was the first purpose written text for social work students administrators and practitioners designed to prepare them conceptually and practically for work in Britain s established ethnic minority communities Much more than the vicissitudes of immigration now had to be considered this book discusses social work s response to chronic racial discrimination and disadvantage and the hazards and advantages of taking ethnicity into account in service delivery Emphasised throughout is the role of the social services in promoting good race relations and a better deal for black people *Social Work and Ethnicity* is based on research carried out by Mrs Cheetham and sponsored by the DHSS to identify the major concerns of social workers with ethnic minority clients and to study the development of relevant services in Britain and the USA The contributing authors are mainly practitioners and come from a wide variety of ethnic backgrounds in fact this is the first book on social work to be published in Britain to which a substantial contribution has been made by black writers The specially commissioned contributions discuss the fundamental questions of principle in giving special consideration to ethnicity and underline the implications for practice In particular the lessons which Britain can learn from American experience are reviewed The book opens with a discussion of political and ethical questions the problems of assessing need and monitoring services are then examined This is followed by several chapters on the special needs of various ethnic minority client groups particularly children and young people who now deserve priority attention The tricky issue of ethnic matching is discussed so too are the different methods of developing services which are appropriate to ethnic minority needs

and aspirations Recruitment training and education for work in a multi racial society are subjects for several chapters and the book concludes with the experiences of two ethnic minority social workers This book is a re issue originally published in 1982 The language used and assumptions made are a reflection of its era and no offence is meant by the Publishers to any reader by this re publication Social Work Education Carolyn Noble,Mark Henrickson,2013-05-16 Despite the astonishing diversity of languages cultures philosophies religions economic systems and ways that social work is taught and practised in the region social work in the Asia Pacific is becoming more internationally cohesive At the same time it maintains strong foundations in its local contexts In an increasingly globalised world international social work belongs in every 21st century social work curriculum While this book does not provide all the answers it will help educators and practitioners ask better questions **Encyclopedia of Canadian Social Work** Francis J. Turner,2005-09-07 Annotation Covers over 500 topics important to Canadian social work Written by a highly diverse group of experts and covering all aspects of the field nation wide Social Work Education and Practice: Scholarship and Innovations in the Asia Pacific Nikku Bala Raju,Hatta Zulkarnain Ahmad,2014 Social work as a body of knowledge is and should be in a constant state of dynamism No region theory or model should claim exclusivity to the profession and new ideas viz a viz innovations have to be viewed as adding to the richness of that body In writing this book the authors aim to highlight how important it is across the globe to advance society via the classroom The book s editors argue that one has only to summon the courage to challenge existing and dominant paradigms and models to begin to enhance the field of social work This book shares a range of innovations that are taking place in schools of social work in universities in the Asia Pacific region The book focuses on exemplifying innovation in social work and its associated scholarship Beyond Racial Divides Lena Dominelli,Walter Lorenz,2017-03-02 Written by leading authorities in the field this challenging book addresses complex issues of ethnicity and racial discrimination in ways that encourage further debate and analysis Its main theme is that social work has been and remains deeply implicated in racist policies and practices that have been locality specific but that racism is also recognizable across borders as a phenomenon that appears everywhere At the same time the book focuses on innovative theories and practice which seek to promote an emancipatory social work which sets itself the goal of eradicating social injustice particularly that applying to race The contributors come from a wide range of countries and describe their experiences in tackling racism in social work at the levels of both theory and practice This provides an impressive range of perspectives which cover models of social work created by people who have had to live with racism and find ways of overcoming it as well as those who have struggled to become able to express their own ethnicity without oppressing others The concluding message of the book is a positive one people can create a world that goes beyond racial divides by accepting validating and celebrating diversity while at the same time recognizing that people share many commonalities with others which can be used to establish egalitarian relationships realize social justice and communicate effectively with each other *Transnational Social Work and Social Welfare* Beatrix

Schwarzer, Ursula Kämmerer-Rütten, Alexandra Schleyer-Lindenmann, Yafang Wang, 2016-08-05 The underlying frame of social work is the nation state and it is from within the state that welfare strategies and social policies are devised and implemented However post colonialism globalisation migration and the associated implications for human rights social justice and social welfare policies contest the idea of a clearly defined space for social work and present new challenges for researchers and practitioners Transnational Social Work and Social Welfare argues for the increased importance of the transnational perspective in social work theory and practice The book challenges the idea of the nation state as a given entity and argues that globalization and an increasing number of people crossing borders must have an impact on the theories and strategies of social work The international contributors are critical of a restricted focus on a geographically defined space and the impact on work with clients With cases covering China France India UK Germany Malaysia Israel Turkey the book highlights the challenges as well as the opportunities this new perspective can open up for theories and strategies in social work It will be of interest to students researchers and social workers interested in migration social care poverty and cultural competency in health and social care **The Routledge International Handbook of Social Work Teaching** Jarosław

Przeperski, Rajendra Baikady, 2024-04-09 This handbook is a comprehensive text on social work education based on the narratives of social work educators practitioners and researchers from Asia and the Pacific North and South America Australia and Oceania and Europe It discusses innovations challenges pedagogy and tested methods of social work teaching at various levels of educational programmes The volume Examines key concepts that underpin debates concerning social work teaching research and practice Brings out key concerns debates and narratives concerning various teaching learning and pedagogical methods from different countries Documents principal perspectives of different stakeholders involved in social work education from educators and practitioners to novice social workers The Routledge International Handbook of Social Work Teaching will be an effective instrument in informing policy decisions related to social work teaching and pedagogy at the global and local levels It will be essential for educators researchers and practitioners within social work institutions and for professional associations around the world Social Work Practice with Culturally Diverse People Surjit

Singh Dhooper, Sharon E Moore, 2000-10-18 The image of society is rapidly changing challenging the social worker to adjust to a more culturally diverse clientele Social workers are dealing with individuals who are from more diverse backgrounds better informed more politically active and more aware of his or her rights How does today s helping professional address the growing gaps in societal needs Social Work Practice with Culturally Diverse People addresses the ambivalent and ambiguous changes in society which have conditioned and constrained the willingness ability and efforts of social workers to provide culturally competent services to those different from mainstream society Dhooper and Moore outline each of the major disadvantaged groups and give a historical overview highlight the major needs identify intragroup differences and discuss intervention at the micro mezzo and macro levels They discuss how the social worker needs self awareness of his or her own

culture to treat clients as culturally equal to them This is an essential text for students entering social work at both the direct and community practice levels Additionally it is an excellent reference for the practitioner dealing with these changes in his or her own practice *Canadian Social Work Review* ,1995 Anti-Racist Social Work Gurnam Singh,Shepard Masocha,2019-12-04 Welfare health education conflict security and migration are examples of phenomena that are prevalent across all societies With chapters from leading scholars from around the world this exciting new book draws upon the impacts of globalisation colonialism and capitalism to explore the common challenges facing nations across the globe and provide an insight in to the history theory and practice of a new anti racist social work

Reviewing **Social Work In A Multiracial Society Issues In Social Work**: Unlocking the Spellbinding Force of Linguistics

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