**Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice**

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.

| **Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| --- | --- | --- |
| Social workers apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels. | Encourage intern to practice case management skills to locate local/community resources for their clients/families  Intern to utilize IRIS (**Integrated Referral & Intake System)** system to make appropriate referrals for economic needs and resources.  Utilize community based funds/grants to apply on behalf of clients/families  Intern to apply their understanding of social, economic status within the community served and address ways to advocate needs |  |
| Social workers engage in practices that advance social, economic, and environmental justice. | Encourage interns to attend marches, mental health (statewide) meetings/calls and to complete an IDI (intercultural development inventory and plan) Intern will review criteria for levels of care. Intern will advocate for patients of varying socioeconomic status (specifically - insurance providers and benefits) - to remain at appropriate level of care via daily documentation, staffing, and collaboration with utilization management. Work with our student interns to learn the policies and procedures in working with the small population of students in foster care and who qualify as unaccompanied minors or homeless.  Encourage interns to subscribe to multicultural and social justice academic journals for their continued professional development on this competency (they get a lower membership fee as a student!) |  |

**Competency 4: Engage In Practice-informed Research and Research-informed Practice**

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.

| **Competency 4: Engage In Practice-informed Research and Research-informed Practice** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| --- | --- | --- |
| Social workers use practice experience and theory to inform scientific inquiry and research. | -Protocols  -New Laws  -Journal Articles  -Surveys  -Gathering information on interest topics  -Research and create brochures for clients or community  Intake and other Assessments |  |
| Social workers apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. | -Apply student’s own thoughts  -Review feedback from groups with supervisor  -Review effect and impact of services  –Collect and review data collected in agency, as well as from the community  -Students will follow modeling on how/when to change their role hats  -Students think critically on data they collect on their own thinking / interactions with the clients  -Student will self reflect and discuss biases |  |
| Social workers use and translate research evidence to inform and improve practice, policy, and service delivery | -Have regular discussions on book studies  -Continuing to review change of milieu demographics and the effect of current methods used accordingly  -Take ownership and discuss changes to apply in real application based off what is learned by data  -Student will observe micro level agency process to prepare for an audit, or discuss larger organizational change based off surveys |  |

**Competency 5: Engage in Policy Practice**

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.

| **Competency 5: Engage in Policy Practice** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| --- | --- | --- |
| Social workers identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services. | Research Medicare policy in relation to hospice care  fResearch SSDI policy and how it applies to those who want to work.  Title V research  Research Older Americans Act, Title III Programs  Learn local resources used to assist in the provision of mental health services (local mental health board funding), how it differs from Medicaid funding or private insurance to articulate how resources impact quality of care and access to services.  Explore Illinois Mental Health Code and Rule 132  Explore policies related to DCFS youth in care and the impact on mental health accessibility for services.  Understand the governance policies that drive school procedures (IEP, 504 plans, assessments, etc)  Identify expectations within the school around policies/procedures within the building  Research and understand HIPAA and related policies  Find podcasts on Medicaid/Medicare policy |  |
| Social workers assess how social welfare and economic policies impact the delivery of and access to social services. | Understanding what are mental health rights, human rights, justice and identify exactly how that policy is affecting the client here today, and how does that impact treatment planning  Understand how criminal justice policy impact diverse populations through interaction with the justice system  track statistics (racial demographics of arrest and referrals)  Explore funding resources and lack of resources around policy-related issues  Apply understanding of policy in case-conceptualization in working with clinical population to identify barriers to treatment.  Looking at social determinants of health and explore policies related |  |
| Social workers apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. | When arrest statistics don’t match diversion referrals, identity strategies to address  Creating recommendations for funders  Create policy recommendations for agencies/districts/organizations  Track changes to policy and processes involved |  |