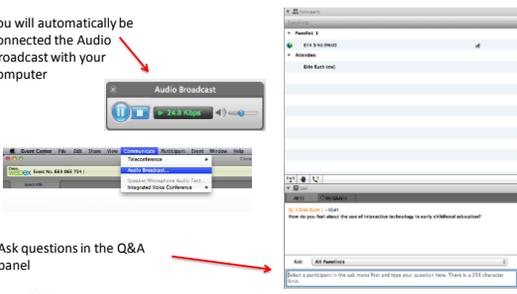




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Tonya Bibbs LCSW, Ph.D



- Assistant professor (tenure-track) at Erikson
- Recent graduate of Erikson's doctoral program
- Has over 17 years of experience as a clinical social worker
- Tonya's research interests focus on the normative positive development of children of color and immigrant children
- She was a member of the planning group that developed our MSW program
- Currently she is a fellow in the Spencer Foundation's Philosophy of Education Institute



Ethical Social Work Practice in Uncertain Times Part I

with Tonya Bibbs, Ph.D.



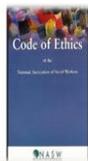
Focus of this Webinar

- Rationale for Talking about Ethics
- Identifying Ethical Issues
- Developmental Approach and a “Good Life”
- Sources of Uncertainty
- Framework for Deliberation
- Examples
- Summary
- Looking Ahead to Part II



Why a Webinar on Social Work Ethics

- National Association of Social Workers – Code of Ethics <http://socialworkers.org/pubs/code/default.asp>
- Malpractice and Ethical Behavior
- Social Work Ethics and Best Practice



What is an Ethical Issue

- An issue wherein someone's well-being or rights or duties are at stake.
- An issue wherein there are no experts, in the usual sense. The issue involves an open question (one with reasonable multiple and competing views).
- An issue that concerns what someone "ought" to do.



Professional Ethics

Transforming general societal *values* into professional conduct concerning what is *right* in social work practice.

What are the ethical implications of saying that "All People Matter"?



Developmental Approach and a "Good Life"

- Everyday understanding of goal directed change and growth.
- Professional knowledge about children's expected change and growth.
- Attention to the dynamic shifts in contexts of social, institutional and political life.



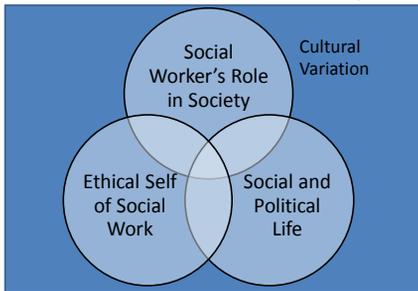
Ethical Uncertainty

- A lack of certainty does not prevent us from making ethical decisions.
- We move forward with a *Reflective stance*
Commitment to dialogue



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Sources of Uncertainty



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Social Worker – How well do you know your ethical self?

How would you react and why?

- When I'm in public and I see a parent spank their child I...
- If I found a watch in the gym and kept it, it wouldn't be stealing.
- I believe that if a person is in their right mind, they should be able to choose to end their life.

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Social Life: Living in a Multicultural Society

- How many languages are spoken in the U.S. ?
325 (source: Terralingua.org)
- The largest number of persons in U.S. that are born in another country come from _____?
a. Ghana b. France c. Mexico d. China
(Source: U.S. Census)
- The religious affiliation most reported by Americans after Christianity, Jewish and Muslim is _____? (Source: U.S. Census)
Buddhism

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Social Worker's Role in Society: Learning From History About Working with Immigrant Populations

- Japanese-American citizens were interned from 1942 - 1946.
- Social workers were involved in all aspects of this process.
- Highlights tensions between role of social control and social support.



Dr. Yoosun Park

"Facilitating Injustice: Tracing the Role of Social Workers in the World War II Internment of Japanese Americans"
Social Service Review, 2008

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Poll Question 1

When families immigrate, it is important for parents to adopt practices that will ensure that their children succeed in this country. My job as a social worker is to help them with this task.

1. Disagree
2. Somewhat disagree
3. Somewhat Agree
4. Agree



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Poll Question 2: Reflective Stance

Which of these would you consider part of a reflective stance? Choose all that apply.

1. Assessing the grounds of your beliefs
2. Challenging your presuppositions
3. Making your views public
4. Correcting for an overemphasis on technical rationality
5. None



Commitment to Dialogue

Clarifying values and arriving at ethical responses.



Framework for Deliberation

Identifying an Ethical Issue

- Does the issue go beyond legal or institutional policy concerns?
- What does it do to people, who have dignity, rights, and hopes for a better life together?
- Is it an open issue that concerns what people ought to do?

This framework for thinking through ethical problems is adapted from the Markkula Center for Applied Ethics at Santa Clara University



Framework for Deliberation

Getting the Facts

- What are the relevant facts?
- What do you need to know?



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Framework for Deliberation

Identifying Who is Affected

What individuals and groups have an important stake in the outcome? Do some have a greater stake because they have a special need or because we have special obligations to them?

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Framework for Deliberation

Taking a Dialogical Stance

- Have all the relevant persons and groups been consulted?



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Review

- Identify an Ethical Issue
- Get the Facts
- Who is Affected
- Dialogical Stance

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Arriving at a Decision

- Which option is fair to all stakeholders?
- Which option will produce the most good and do the least harm?
- Even if not everyone gets all they want, will everyone's rights and dignity still be respected?
- Which option would help all participate more fully in the life we share as a family, community, society?

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Dilemma One

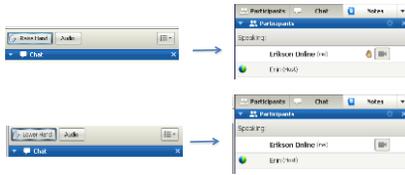
You are working in a child and family clinic that serves families in the child welfare system. You know that the mother has been working two jobs in order to save up for a rent deposit on an apartment that will be big enough for all of her kids. As a result, she has missed a few sessions. You have to write a report to the judge that details her therapeutic progress. You are concerned that if you mention the absences, she will be punished.

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Raise Your Hand



Does the issue go beyond legal or institutional policy concerns?



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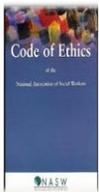
What are the relevant facts?
What more do you need to know?



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How does the social work code of ethics apply in this case ?



1.01 Commitment to Clients
“Social workers’ primary responsibility is to promote the well-being of clients. In general, clients’ interests are primary. However, social workers’ responsibility to the larger society or specific legal obligations may on limited occasions supersede the loyalty owed clients, and clients should be so advised. (Examples include when a social worker is required by law to report that a client has abused a child or has threatened to harm self or others.)”

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Dilemma Two

You have been working with a community group that is trying to get greater access to child care. The approach has been to get a number of families certified to be family child care homes. You find out that *Kidz Play Inc.* plans to build a child care center in the same community. The company building the center wants you to go to the community group and get them to change their focus from family child care to center based care. What do you do and why?



Poll 3: What Should the Social Worker Do

- A. Talk to the community group about the option of supporting the child care center, but remind them that they can go forward with their initial plan.
- B. Tell *Kidz Play Inc.* that you are not willing to be an intermediary.
- C. Suggest to the local council that they hold a forum on child care and invite all interested parties.



Summary

- Part of everyday social work practice.
- Distinguish between what is and what ought to be.
- Multiple Approaches to a “Good Life”
- Practicing in a field of Uncertainty
- Framework for Deliberation



Ethical Social Work Practice in Uncertain Times II

- Understand how institutional settings can influence ethical deliberation and practice,
- Have a framework for having conversations with colleagues with whom you have ethical differences.
- Understand the ways in which ethical dilemmas might impact relationship with client populations
- Think about your preferred approach when your professional self and personal self have a different ethical perspective.



Between Now and Then

- As you go through your professional days. Take note of the ethical issues you face.
- Whose well-being is at stake?
- How do your professional and personal self respond to the issues?
- How do the NASW code of ethics apply?
- What do they tell you about all people mattering?



Q & A



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Upcoming Webinars

- **Ethical Social Work Practice in Uncertain Times Part 2**
with Tonya Bibbs, Ph.D.
May 20, 2015 10:00 am-11:30am CST
- **Technology as a Tool for Social-Emotional Development: What We Can Learn from Fred Rogers' Approach**
with Hedda Sharapan
May 28, 2015 1:00pm-2:30pm CST
- **Mandated Reporting: The Essentials**
with James Grabowski, M.A., LCPC
July 8, 2015 10:00am-10:30am CST



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