SW 894 G/I

**OCL ASP:** Competency 1: Demonstrate Ethical and Professional Behavior

Social workers in organizational and community practice apply the profession’s ethical standards and values to organizational and community practice, as well as follow relevant laws and regulations that may impact advanced practice with organizations and communities. Social workers in organizational and community practice critically analyze, apply, and model ethical decision-making frameworks in practice, research, and policy arenas to enhance social justice. Social workers in organizational and community practice evaluate the influence of their personal values, experiences, and affective reactions on their professional practice and leadership, modifying their approach appropriately. Social workers in organizational and community practice understand the theoretical underpinnings and history of organizational and community practice. Social workers in organizational and community practice collaborate with inter-professional teams as appropriate. Social workers in organizational and community practice acquire new knowledge and skills; generate, manage, and apply information effectively; and use emerging technology to further social justice. Social workers in organizational and community practice:

* employ and document the use of ethical decision-making to anticipate and clarify conflicting values, ethical dilemmas, and decision options in their work with organizations and communities.
* recognize and identify personal and professional strengths, limitations, and challenges as a social worker and leader.
* use education, supervision, and consultation to grow in professional judgment and behavior, elevate their strengths, and address their limitations.
* apply appropriate technology to facilitate work with organizations and communities.

**OCL ASP:** Competency 2: Engage Diversity and Difference in Practice

Social workers in organizational and community practice recognize diversity through the intersection of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers in organizational and community practice seek out knowledge related to these factors and strive to develop cultural humility. Social workers in organizational and community practice recognize how these differences influence experiences of oppression, poverty, marginalization, and alienation, as well as privilege, power, and acclaim in organizations and communities. Social workers in organizational and community practice:

* negotiate and facilitate tensions, misunderstandings, or opportunities that may arise through the dynamics of cross-cultural and inclusion-related conflicts.
* commit to continuous learning about as well as recognize, understand, and communicate the environmental and cultural contexts that shape realities for organizations and communities.
* seek and utilize feedback from diverse sources to strengthen practice with organizations and communities.
* engage with and ensure participation of diverse and marginalized organization and community stakeholders by identifying and accommodating context-specific needs, power dynamics, and access to participation in the planning, implementation, and assessment of organizational and community interventions.

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

Social workers in organizational and community practice recognize that every person, regardless of their position in society, has fundamental global human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers in organizational and community practice have a professional responsibility to strive to shape policy to support these rights. Social workers in organizational and community practice recognize strategic opportunities to influence policy in multiple contexts and advocate for policy changes that advance professional social work values; global human rights; and social, economic, and environmental justice. Social workers in organizational and community practice:

* assess social policies affecting a specific area of social need, population, or practice context and advocate for changes that make them more consistent with the NASW Code of Ethics and the United Nation’s global human rights framework in order to enhance social, economic, and environmental justice.
* acquire knowledge about and analyze cross-national differences in social policy responses to social problems, including human rights violations.
* are knowledgeable about global interconnections of oppression and theories and strategies to promote social justice and human rights.
* promote the principles of human rights advanced through national constitutional laws and through international declarations of human rights, including the seven declarations and conventions listed in the IFSW/IASSW Ethics in Social Work, Statement of Principles.

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

Social workers in organizational and community practice utilize quantitative and qualitative research methods to understand the nature of organizations and communities and the best practices to improve well-being in these macro systems, and to evaluate their own practice. Social workers in organizational and community practice integrate members of organizations and communities in the process and outcome evaluations of macro system interventions. Social workers in organizational and community practice use evidence from multi-disciplinary sources and multiple ways of knowing to inform their practice with organizations and communities. Social workers in organizational and community practice demonstrate the ability to translate research findings into effective practice, policy, and service delivery. Social workers in organizational and community practice:

* use theory, scientific inquiry, and research evidence of organizational and community behavior in assessment and analysis of organizational and community interventions.
* construct and utilize best practice based on evidence-informed research to develop and implement organizational and community interventions.
* advance research that is participatory and inclusive of organization and community stakeholders by sharing the results of their work with colleagues and stakeholders as appropriate.

**OCL ASP:** Competency 5: Engage in Policy Practice

Social workers in organizational and community practice utilize human rights and social justice frameworks to develop strategic plans for influencing policy and its implementation at the federal, state, and/or local levels. Social workers in organizational and community practice understand the role of advocacy in policy practice and understand how to create a strategic plan to effect policy change that will contribute to the well-being of organizations and communities with which they work. Social workers in organizational and community practice understand the relevance of advocacy to create policy that supports human rights and social justice across multiple system levels. Social workers in organizational and community practice:

* acquire expertise regarding major policies that affect a specific population or area of social need.
* utilize knowledge of advocacy strategies for changing social policies at the federal, state, and/or local levels.
* recognize that social work is a non-partisan political profession and that political processes and policies affect the social, economic, and environmental well-being of organizations and communities, as well as social work practice itself.

**OCL ASP:** Competency 6: Engage with Organizations and Communities

Social workers in organizational and community practice recognize theories of organizational and community practice. Social workers in organizational and community practice critically evaluate and apply this knowledge to facilitate engagement with task groups, organizations, and communities. Social workers in organizational and community practice employ strategies to engage diverse stakeholders to advance practice effectiveness. Social workers in organizational and community practice assess how their personal experiences and affective reactions may impact their ability to effectively engage with diverse organizations and communities in a leadership role. Social workers in organizational and community practice utilize relationship-building and inter-professional collaboration to facilitate engagement with organizations, communities, and other professionals as appropriate. Social workers in organizational and community practice:

* formulate, define, and demonstrate engagement strategies with diverse systems in organization and community settings.
* use knowledge of relevant theoretical perspectives and empirical evidence for organizational and community practice.
* use interpersonal and adaptive leadership skills to develop effective collaborative relationships that empower organization and community stakeholders.

**OCL ASP:** Competency 7: Assess Organizations and Communities

Social workers in organizational and community practice understand theories of organizational and community practice. Social workers in organizational and community practice critically evaluate and apply this knowledge in the assessment of diverse organizations and communities. Social workers in organizational and community practice understand and utilize appropriate leadership skills and organizational and community methods of assessment. Social workers in organizational and community practice engage within inter-professional contexts, integrate assessment knowledge, and articulate social work perspectives. Social workers in organizational and community practice articulate and manage how their personal experiences, worldviews, and affective reactions may influence their assessment and decision-making. Social workers in organizational and community practice:

* collect, organize, and apply data to critically assess and interpret organization and community strengths and needs.
* apply knowledge of theories of organizational and community practice, leadership, and other theoretical frameworks in the analysis of assessment data.
* develop mutually agreed-on specialized practice intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within organizations and communities.
* select appropriate specialized practice interventions and strategies based on the assessment, research knowledge, values, and preferences of organizations and communities.

**OCL ASP:** Competency 8: Intervene with Organizations and Communities

Social workers in community and organizational practice co-create interventions with engaged stakeholders as an ongoing dynamic process with diverse organizations and communities. Social workers in organizational and community practice critically analyze evidence-informed interventions based on the assessment of organizations and communities. Social workers in organizational and community practice assume a leadership role in critically evaluating and applying theories of organizational and community practice to achieve organization and community goals. Social workers in organizational and community practice effectively and collaboratively implement evidence-informed interventions to achieve organization and community goals. Social workers in organizational and community practice are active partners on inter-professional teams to develop intervention strategies and approaches to meet organization and community goals. Social workers in organizational and community practice:

* critically analyze and select evidence-informed interventions.
* assume a leadership role in effectively implementing evidence-informed interventions.
* collaborate with other professionals to coordinate interventions in partnership with organizations and communities.

**OCL ASP:** Competency 9: Evaluate Practice with Organizations and Communities

Social workers in organizational and community practice implement qualitative and quantitative methods for evaluation of process, outcomes, leadership, and practice effectiveness with organizations and communities. Social workers in community and organizational practice utilize process and outcome evaluation to advance organizational and community practice, policy, and service delivery effectiveness. Social workers:

* critically select and implement appropriate methods for ongoing evaluation of organizational and community practice.
* apply knowledge of relevant theoretical frameworks and scholarly literature in the evaluation of process and outcomes with organizations and communities.
* critically analyze, monitor, and evaluate practice and programmatic processes and outcomes.
* apply evaluation findings to improve practice effectiveness with organizations and communities.
* continuously evaluate their own leadership skills in practice with organizations and communities.