

APPENDIX A
2022 CSWE COMPETENCIES

Competency 1 – Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant policies, laws, and regulations that may affect practice with individuals, families, groups, organizations, and communities. Social workers understand that ethics are informed by principles of human rights and apply them toward realizing social, racial, economic, and environmental justice in their practice. Social workers understand frameworks of ethical decision making and apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize and manage personal values and the distinction between personal and professional values. Social workers understand how their evolving worldview, personal experiences, and affective reactions influence their professional judgment and behavior. Social workers take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. Social workers use rights-based, anti-racist, and anti-oppressive lenses to understand and critique the profession's history, mission, roles, and responsibilities and recognize historical and current contexts of oppression in shaping institutions and social work. Social workers understand the role of other professionals when engaged in interprofessional practice. Social workers recognize the importance of lifelong learning and are committed to continually updating their skills to ensure relevant and effective practice. Social workers understand digital technology and the ethical use of technology in social work practice.

Social workers:

- a. make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context;
- b. demonstrate professional behavior; appearance; and oral, written, and electronic communication;
- c. use technology ethically and appropriately to facilitate practice outcomes; and
- d. use supervision and consultation to guide professional judgment and behavior.

Advanced Generalist Practice:

Advanced Generalist social workers recognize the importance of ethical and professional behavior. Advanced Generalist social workers are keenly aware of their own personal values, biases, power, and privilege and engage in supervision and life-long learning to enhance themselves as professionals, the profession, and the greater society. Advanced Generalist Social Workers critically evaluate history and current practices that influence social work practice. Advanced Generalist social workers engage in interprofessional practice and use anti-oppressive and anti-racist theories to advance human rights, social, economic, racial, and environmental justice issues. Advanced Generalist social workers engage in awareness activities that promote change.

Advanced Behaviors – Social Workers:

- a. readily identifies as a social work professional and understands the need for life-long learning;
- b. uses an anti-oppressive style to provide an organized structure for the selection and application of anti-racist theories for integration of advanced practice;
- c. demonstrates their roles and responsibilities on inter-professional teams in practice that will impact the provision of services for individuals, families, communities and organizations;
- d. identify professional strengths, limitations, and challenges and how these are used in supervision and consultation to address ethics in practice; and
- e. analyzes the intersection between Christianity and the NASW Code of Ethics and how personal and professional values intersect.

Competency 2 – Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Social workers understand that every person regardless of position in society has fundamental human rights. Social workers are knowledgeable about the global intersecting and ongoing injustices throughout history that result in oppression and racism, including social work's role and response. Social workers critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice by reducing inequities and ensuring dignity and respect for all. Social workers advocate for and engage in strategies to eliminate oppressive structural barriers to ensure that social resources, rights, and responsibilities are distributed equitably and that civil, political, economic, social, and cultural human rights are protected.

Social workers:

- a. advocate for human rights at the individual, family, group, organizational, and community system levels; and
- b. engage in practices that advance human rights to promote social, racial, economic, and environmental justice.

Advanced Generalist Practice:

Utilizing a person-in-environment framework, advanced generalist social workers recognize that all people have human rights. Advanced Generalist social workers understand the current and historical global injustices and critically analyze the role and response of the field of social work. Advanced Generalist social workers work to minimize oppressive structures in society to achieve social, racial, economic, and environmental justice. Advanced Generalist social workers work to ensure that resources and rights are distributed equitably.

Advanced Behaviors – Social Workers:

- a. critically analyze regional and global intersections of oppression and integrates this understanding in social work practice;
- b. engages in community collaborations that foster social, economic, racial, and environmental justice and social change; and
- c. identify ways to eliminate oppressive systems and barriers to social, racial, economic, and environmental justice.

Competency 3 – Engage Anti-Racism, Diversity, Equity, and Inclusion (A DEI) in Practice

Social workers understand how racism and oppression shape human experiences and how these two constructs influence practice at the individual, family, group, organizational, and community levels and in policy and research. Social workers understand the pervasive impact of White supremacy and privilege and use their knowledge, awareness, and skills to engage in anti-racist practice. Social workers understand how diversity and intersectionality shape human experiences and identity development and affect equity and inclusion. The dimensions of diversity are understood as the intersectionality of factors including but not limited to age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion and spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that this intersectionality means that a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege and power. Social workers understand the societal and historical roots of social and racial injustices and the forms and mechanisms of oppression and discrimination. Social workers understand cultural humility and recognize the extent to which a culture's structures and values, including social, economic, political, racial, technological, and cultural exclusions, may create privilege and power resulting in systemic oppression.

Social workers:

- a. demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels; and
- b. demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.

Advanced Generalist Practice:

Anti-racism, diversity, equity, and inclusion (A DEI) are key practices of an advanced generalist social worker. Advanced Generalist social workers understand the pervasive impact of oppressive policies and practices and power and privilege on society. Advanced Generalist social workers recognize that dimensions of diversity and intersectionality are critical to understanding a person's lived experience and identity development and affect equity and inclusion. Advanced Generalist

social workers use cultural humility and cultural responsiveness to engage at all levels of practice and across all practice settings.

Advanced Behaviors – Social Workers:

- a. demonstrate how dimensions of diversity impact power, privilege, and oppression; and
- b. examine how the use of self, self-reflection, self-monitoring, and self-correction impacts anti-racist and anti-oppressive practice with individual, family, group, organizational, and community.

Competency 4 – Engage in Research Informed Practice and Practice Informed Research

Social workers use ethical, culturally informed, anti-racist, and anti-oppressive approaches in conducting research and building knowledge. Social workers use research to inform their practice decision making and articulate how their practice experience informs research and evaluation decisions. Social workers critically evaluate and critique current, empirically sound research to inform decisions pertaining to practice, policy, and programs. Social workers understand the inherent bias in research and evaluate design, analysis, and interpretation using an anti-racist and anti-oppressive perspective. Social workers know how to access, critique, and synthesize the current literature to develop appropriate research questions and hypotheses. Social workers demonstrate knowledge and skills regarding qualitative and quantitative research methods and analysis, and they interpret data derived from these methods. Social workers demonstrate knowledge about methods to assess reliability and validity in social work research. Social workers can articulate and share research findings in ways that are usable to a variety of clients and constituencies. Social workers understand the value of evidence derived from interprofessional and diverse research methods, approaches, and sources.

Social workers:

- a. apply research findings to inform and improve practice, policy, and programs; and
- b. identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.

Advanced Generalist Practice:

Advanced Generalist social workers engage in ethical and culturally-informed research practice. Advanced Generalist social workers critically reflect to engage in unbiased research methods while integrating anti-oppressive and anti-racist perspective to promote evidence-informed research and research-informed practice. Advanced Generalist social workers use research skills and implement research-informed decision-making to advance the overall profession.

Advanced Behaviors – Social Workers:

- a. identifies inherent bias in research and evaluative design, analysis, and interpretation while using an anti-racist and anti-oppressive perspective lens;
- b. use culturally responsive, evidence-based research findings to inform and improve practice; and
- c. articulates how research findings can improve social service delivery through the use of ethical and culturally informed, anti-racist, and anti-oppressive approaches in conducting research and building knowledge.

Competency 5 – Engage in Policy Practice

Social workers identify social policy at the local, state, federal, and global level that affects well-being, human rights and justice, service delivery, and access to social services. Social workers recognize the historical, social, racial, cultural, economic, organizational, environmental, and global influences that affect social policy. Social workers understand and critique the history and current structures of social policies and services and the role of policy in service delivery through rights-based, anti-oppressive, and anti-racist lenses. Social workers influence policy formulation, analysis, implementation, and evaluation within their practice settings with individuals, families, groups, organizations, and communities. Social workers actively engage in and advocate for anti-racist and anti-oppressive policy practice to effect change in those settings.

Social workers:

- a. use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services; and
- b. apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.

Advanced Generalist Practice:

Advanced Generalist social workers understand how social policies throughout history have impacted the well-being of people. Advanced Generalist social workers use an anti-oppressive and anti-racist perspectives to critically reflect on and evaluate current and historical social policies. Advanced Generalist social workers adopt a rights-based, anti-oppressive, anti-racist lens to critically examine, implement and evaluate policy practice at the micro-, mezzo-, and macro-levels.

Advanced Behaviors – Social Workers:

- a. apply rights-based, social justice, anti-racist, and anti-oppressive forms of leadership with agencies, colleagues, and client systems for political action and policy changes to advance social well-being through effective service delivery; and
- b. evaluate the consequences of implicit bias, historical, social, racial, cultural, economic, environmental and global influences that impact of social policies.

Competency 6 – Engage with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and person-in-environment and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers are self-reflective and understand how bias, power, and privilege as well as their personal values and personal experiences may affect their ability to engage effectively with diverse clients and constituencies. Social workers use the principles of interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Social workers:

- a. apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies; and
- b. use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.

Advanced Generalist Practice:

Advanced Generalist social workers understand that engagement is a critical component of the helping process with individuals, families, groups, communities, and organizations. Advanced Generalist social workers understand that they are a part of the helping process and use the person-in-environment framework to effectively engage with individuals, families, groups, communities, and organizations. Advanced Generalist social workers continuously participate in self-reflective and culturally responsive practices that promote a deeper understanding of their own bias, power, privilege, and personal values.

Advanced Behaviors – Social Workers:

- a. use culturally responsive engagement strategies grounded in human behavior theories, inter-professional conceptual frameworks, and person-in-environment perspective;
- b. engage in relationship building activities in varied client systems; including individuals, families, groups, communities, and organizations, and evaluates the clients' perception of the quality of the relationship; and
- c. use self-reflective practice to identify how bias, power, privilege, personal values and experiences impact ability to engage with constituents.

Competency 7 – Assess Individuals, Families, Groups, Communities, and Organizations

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in culturally responsive assessment with clients

and constituencies, including individuals, families, groups, organizations, and communities. Assessment involves a collaborative process of defining presenting challenges and identifying strengths with individuals, families, groups, organizations, and communities to develop a mutually agreed-upon plan. Social workers recognize the implications of the larger practice context in the assessment process and use interprofessional collaboration in this process. Social workers are self-reflective and understand how bias, power, privilege, and their personal values and experiences may affect their assessment and decision making.

Social workers:

- a. apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies; and
- b. demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.

Advanced Generalist Practice:

Advanced Generalist social workers understand that assessment is a critical component of the helping process with individuals, families, groups, communities, and organizations. Advanced Generalist social workers apply theories of human behavior, the person-in-environment framework, and interprofessional conceptual frameworks in a culturally responsive assessment. Advanced Generalist social workers continuously participate in self-reflective practices that promote a deeper understanding of how their own bias, power, privilege, and personal values impact the assessment process.

Advanced Behaviors – Social Workers:

- a. use culturally responsive assessment strategies grounded in human behavior theories, inter-professional conceptual frameworks, and person-in-environment perspective; identify the implications of the larger practice context in creating client-centered assessment plans; and
- b. use self-reflective practice to identify how bias, power, privilege, personal values and experiences impact ability to develop mutually agreed upon plans.

Competency 8 – Intervenes with Individuals, Families, Groups, Communities, and Organizations

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior, person-in-environment, and other interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in selecting culturally responsive interventions with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of identifying, analyzing, and implementing evidence-informed

interventions and participate in interprofessional collaboration to achieve client and constituency goals. Social workers facilitate effective transitions and endings.

Social workers:

- a. engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; and
- b. incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.

Advanced Generalist Practice:

Advanced Generalist social workers understand that intervention is a critical component of the helping process with individuals, families, groups, communities, and organizations. Advanced Generalist social workers apply theories of human behavior, the person-in-environment framework, and interprofessional conceptual frameworks and select culturally responsive and evidence - informed interventions. Advanced Generalist social workers use interprofessional collaboration to create client-centered interventions.

Advanced Behaviors – Social Workers:

- a. apply culturally responsive evidence-informed interventions to achieve client and constituency goals;
- b. identify how dimensions of diversity impact clients and constituents' access to interventions; and
- c. describe how interprofessional collaboration is critical to achieving client and constituency goals and how it is necessary in order to achieve effective transitions and endings.

Competency 9 – Evaluate Practice with Individuals, Families, Groups, Communities, and Organizations

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of diverse individuals, families, groups, organizations, and communities. Social workers evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness. Social workers apply anti-racist and anti-oppressive perspectives in evaluating outcomes. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers use qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

Social workers:

- a. select and use culturally responsive methods for evaluation of outcomes; and
- b. critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.

Advanced Generalist Practice:

Advanced Generalist social workers understand that evaluation is a critical and ongoing component of the helping process with diverse individuals, families, groups, organizations, and communities. Advanced Generalist social workers apply theories of human behavior, the person-in-environment framework, an anti-oppressive and anti-racist model, and interprofessional conceptual frameworks and to evaluate outcomes. Advanced generalist social workers critically assess the evaluation process to examine practice effectiveness.

Advanced Behaviors – Social Workers:

- a. evaluate outcomes and processes using anti-racist and anti-oppressive perspectives;
and
- b. use critical self-reflection to analyze the impact of implicit bias in evaluation of the effectiveness of one's own practice.