



# Diversity, Equity & Inclusion

4 - Above Standards	3 - Meets Standards	2 - Approaching Standards
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<b>Ethics &amp; Values</b>	<p>Ethics and Values: Individuals function in accordance with the values, ethics, and standards of the profession, recognize that professional values may conflict with or accommodate the needs of diverse communities</p>		
	Yes	--	--
<b>Self-Awareness</b>	<p>Self-Awareness Individuals seek to develop an understanding of their own personal, cultural values and beliefs and the importance of multicultural identities in the lives of people.</p>		
	--	Yes	--
<b>Cross-Cultural Knowledge</b>	<p>Cross-Cultural Knowledge Individuals have and continue to develop specialized knowledge and understanding about the history, family systems, and artistic expressions of major client groups that they serve.</p>		
	--	--	Yes
<b>Cross-Cultural Skills</b>	<p>Cross-Cultural Skills Individuals shall use appropriate methodological approaches, skills, and techniques that reflect the role of culture in the helping process.</p>		
	--	--	Yes

	4 - Above Standards	3 - Meets Standards	2 - Approaching Standards
<b>Service Delivery</b>	Service Delivery Individuals shall be knowledgeable about and skillful in the use of services available in the community and be able to make appropriate referrals for their diverse clients.		
	--	Yes	--
<b>Empowerment &amp; Advocacy</b>	Empowerment and Advocacy Individuals shall be aware of the effect of social policies and programs on diverse client populations and clients whenever appropriate.		
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4 - Above Standards

3 - Meets Standards

2 - Approaching Standards

<p><b>Diverse Workforce</b></p>	<p>Diverse Workforce Individuals shall support and advocate for recruitment, admissions and hiring, and retention efforts and agencies that ensure diversity within the profession.</p>	<p>--</p>	<p>--</p>	<p>--</p>
<p><b>Professional Education</b></p>	<p>Professional Education Individuals shall advocate for and participate in educational and training programs that help advance the profession within the profession.</p>	<p>Yes</p>	<p>--</p>	<p>--</p>
<p><b>Language Diversity</b></p>	<p>Language Diversity Individuals shall seek to provide or advocate for the provision of information, referrals, and services appropriate to the client, which may include use of interpreters.</p>	<p>--</p>	<p>--</p>	<p>Yes</p>
<p><b>Cross-Cultural Leadership</b></p>	<p>Cross-Cultural Leadership Individuals shall be able to communicate information about diverse client groups to other professionals.</p>	<p>--</p>	<p>--</p>	<p>Yes</p>
<p><b>Attitude</b></p>	<p>Attitude Individuals seek to develop an understanding of how their own personal bias, prejudices and attitudes affect their ability to appreciate the importance of multicultural identities in the lives of people.</p>	<p>--</p>	<p>Yes</p>	<p>--</p>

	4 - Above Standards	3 - Meets Standards	2 - Approaching Standards
<b>Intergroup &amp; Intergroup Conflict</b>	Intergroup and Intragroup Conflict Individuals seek to develop an understanding of how their paradigm, attitudes and behaviors connect towards mitigating conflict when working with multicultural identities and groups.		
	Yes	--	--
<b>Total</b>	<b>25%</b>	<b>25%</b>	<b>33%</b>

Last Updated on 01-31-2015

# n Assessment

1 - Below Standards	Score
gnizing how personal and --	4
as one way of appreciating --	3
istory, traditions, values, --	2
the workers' understanding --	2

1 - Below Standards	Score
<p>nunity and broader society</p> <p>--</p>	<p>3</p>
<p>ions, advocating for and with</p> <p>Yes</p>	<p>1</p>

1 - Below Standards	Score
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orts in social work programs	1
Yes	

vance cultural competence	4
--	

vices in the language	2
--	

essionals.	2
--	

titudes as one way of	3
--	

1 - Below Standards	Score
<p>contribute to conflict and work</p>	<p>4</p>
<p>--</p>	
<p>17%</p>	<p>31</p>



Yes

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