

The University of West Florida
Usha Kundu MD College of Health
Department of Social Work

SOW 4233

Human Diversity and Social Justice-3 credits

Spring 2024
Online Course

Instructor Name: Michelle Kistler, MSW, LCSW

Office Phone Number: 850-988-4033

E-mail Address: mkistler@uwf.edu

Office hours: Zoom appointments by request

Prerequisites or Co-requisites: SOW 4232 & SOW 4403

Course Description

Examines the impact of social, economic, and political environments on diverse populations specifically race, gender, age, ethnicity, culture, class, sexual orientation, religion, and physical and mental ability. Integrates the key elements of the profession of social work through the filter/lens of social, political, and economic justice. Meets Multicultural Requirement.

Text and Materials-NOTE THERE ARE 2 BOOKS

Adams, M., Blumenfeld, W.J., Catalano, D.C.J., DeJong, K."S.", Hackman, H.W., Hopkins, L.E., Love, B.J., Peters, M.L., Shlasko, D., Zuniga, X. (2018). *Readings for Diversity and Social Justice* (4th ed.). New York, NY: Taylor & Francis Group, LLC. [ISBN: 978-1-138-05527-8]

*Either version of *Readings for Diversity and Social Justice* is fine.

9781138055278—Hard Cover

9781138055285—Paper Back

Hoefer, R. (2015). *Advocacy Practice for Social Justice* (3rd ed.). Oxford, England, UK: Oxford University Press. [ISBN: 978-0-190-61565-9]

The textbooks for this course are available on Reserve at the Circulation Desk at the John C. Pace Library for a 2-hour loan period (book must stay in the library). Please take advantage of this resource, but keep in mind that copies of textbooks for each course are limited and may be in use by another student, particularly right before an assignment or reading is due, so plan your textbook use accordingly.

Use of APA style

The American Psychological Association's style manual will be followed for all written

assignments in the Department of Social Work. The APA 7th Edition is the version to follow. Additional resources for APA style information that may be of assistance include:

- Purdue University Online Writing Lab APA Info
- APA Style Blog Website

Student Learning Outcomes

Students successfully completing this course will be able to:

- Evaluate intersectionality of multiple factors, both nature and nurture, that influence a person's uniqueness and resources or obstacles within the environment (Competency 2)
- Explain how diversity and difference characterize and shape the human experience and are critical to the formation of identity (Competency 2)
- Discuss theories of human need, human rights, global interconnections, human rights violations, social justice, and strategies for change (Competency 3)
- Describe the history and current structures of social policies, its implementation at local, state, and federal levels concerning human rights, social justice, social welfare and services and the role of practice in policy development (Competency 5)

Description of Topics Covered

Conceptual Frameworks, Racism, Anti-Semitism, Sexism, Heterosexism, Ableism, Classism, Working for Social Justice: Visions and Strategies for Change, The Unified Model of Advocacy Practice, Getting Involved, Understanding the Issue, Planning in Advocacy Practice, Advocating through Education, Persuasion, and Negotiation, Presenting your Information Effectively, Electronic Advocacy, Evaluating Advocacy, Ongoing Monitoring, Integrating Advocacy Practice Into Your Social Work Practice

Modification of Syllabus/Schedule

The course schedule and class agenda may be changed by the instructor at any point to meet student learning objectives. Additional journal articles, reading and/or written assignments, and or resources may be recommended, requested, or required for the class.

Changes to the class syllabus/schedule will be announced on Canvas during the semester. Students are strongly encouraged to check Canvas for class updates frequently each week throughout the semester.

Grading Procedures

Late Assignments

Because this course covers a lot of material it is extremely important to turn work in on time. It will be difficult to catch up if you get behind due to the course schedule. Late work will be penalized. If for some reason you anticipate turning in late work, please let the instructor know ahead of time. **Instructor will not accept late work if notice isn't given BEFORE the due date.**

Final Grades:

Letter Grades	Percentage Ranges
A	94% or better
A-	90% to 93.9%
B+	87% to 89.9%
B	84% to 86.9%
B-	80% to 83.9%
C+	77% to 79.9%
C	74% to 76.9%
C-	70% to 73.9%
D	61% to 69.9%
F	0% to 60.9%

Incompletes (I) will not be given **except** under very extreme circumstances. Please review the college catalog for rules about incompletes and course withdrawals.

Critical BSW degree requirement

The Catalog indicates that "All Social Work courses [see link for list] must be completed with at least a "C" to be counted toward completion of the degree requirements" ([Catalog Page](#)). This also includes the courses taken for the minors offered by the Department. Therefore, you cannot graduate if you have earned a C- in any of these classes. Please see advisor for more details.

****If you send the professor an email of a funny animal picture or video, you will receive an extra reflection paper pass. Can only be used one time during the semester for each student. Can be done between January 8th, 2024-April 22nd, 2024.**

Grade Distribution

- Attendance/Participation: 30 (this includes discussion posts/replies)
 - Discussion Posts/Replies to 3 classmates: (total of 2)
 - Discussion topics will be based on sections in the book or current events
- Quizzes: 30 (total of 3)
- Quizzes will cover sections from *Readings for Diversity and Social Justice*.
 - 2/4/24
 - 3/3/24

- 4/14/24
 - Final Quiz: 20
 - 5/4/24-This is a Saturday!
 - Final quiz will cover **ALL** sections from *Readings for Diversity and Social Justice*.
 - Assignments: 40 (total of 8-5 points each)
 - Reflection Papers: All from *Readings for Diversity and Social Justice*
 - Each Reflection Paper will have a prompt and/or questions for students to write about. They are expected to be written in APA format with a title page.
 - All papers will be uploaded to Canvas.
 - Barriers and Social Identity
 - Racism
 - Classism
 - Religious Oppression
 - Sexism, Heterosexism, and Trans Oppression
 - Ableism
 - Youth Oppression and Elder Oppression
 - Visions and Strategies for Change
 - Final Paper Reflection on *Advocacy Practice for Social Justice* prompts: 30
 - 150 points possible
- *Further instructions on all assignments will be given prior to due dates in canvas***

Attendance Policy

To be successful in this course, you must actively participate and engage throughout the course. Posting in discussion board 1 will count as having officially attended in week 1. This attendance is important for financial aid reasons so please make sure to post in this discussion board in a timely manner. Students are expected to log into the course multiple times per week on different days to complete quizzes, discussion boards, and assignments.

Paper Reflection Pass

Each student has 1 paper reflection pass (**not to be used on final reflection paper**). If you need to miss a paper without penalty, please email the instructor **THE DAY OF** the paper due date and express you would like to use your paper reflection pass. **YOU ONLY GET ONE PASS!**

UWF Statements & Policies

****If you send the professor an email of a funny animal picture or video, you can receive an extra reflection paper pass. Can only be used one time during the semester for each student. Can be done between January 8th, 2024-April 22nd, 2024.**

Course Communication

Email: Please use your UWF email for all communications related to this course and other UWF matters. Note also that you are responsible for information that is delivered via email to your

UWF account. Please review the [UWF Student Communications Policy \(Links to an external site.\)](#).

UWF Plagiarism Policy

The UWF Student Handbook, Code of Student Conduct, Academic Misconduct, states: "Plagiarism. The act of representing the ideas, words, creations or work of another as one's own." Plagiarism combines theft with fraud, and the penalty is correspondingly severe: failure for the assignment and, in some cases, for the entire course. At the instructor's discretion, she/he may recommend that the student be suspended from the university. Ignorance of the rules about plagiarism is no excuse for it, and carelessness is just as bad as purposeful violation. Students who have plagiarized have cheated themselves out of the experience of being responsible members of the academic community and have cheated their classmates by pretending to contribute original ideas. For complete information regarding Academic Misconduct, refer to the [UWF Student Handbook \(Links to an external site.\)](#) or contact Division of Enrollment and Student Affairs in Building 18, 850-474-3386.

Course Modality

University of West Florida operations may be disrupted from time to time by weather, pandemics, and other events outside of our control. It is important for faculty and students alike to plan for contingencies that may affect individual course sections. With this in mind, faculty may opt to hold some class meetings in a modality other than that originally planned in order to make certain that the class continues in the best manner possible given the immediate circumstances. It is important to be flexible and understand that we are operating in a dynamic environment.

Recording in Class

Students may, without prior notice, record video or audio of a class lecture for a class in which the student is enrolled for their own personal educational use. A class lecture is defined as an educational presentation delivered by faculty or guest lecturer, as part of a University of West Florida course, intended to inform or teach enrolled students about a particular subject. The following actions are prohibited: recording class activities other than class lectures, including but not limited to lab sessions, student presentations (whether individually or part of a group), class discussion (except when incidental to and incorporated within a class lecture), clinical presentations such as patient history, academic exercises involving student participation, test or examination administrations, field trips, and private conversations between students in the class or between a student and the faculty member. Recordings may not be used as a substitute for class participation and class attendance and may not be published or shared without the written consent of the faculty member. Failure to adhere to these requirements may constitute a violation of UWF-REG 3.010 Student Code of Conduct and may be a violation of the law.

Academic Integrity

The [Student Code of Academic Conduct](#) defines various forms of academic misconduct,

including cheating and plagiarism, and describes the process for addressing these types of allegations. All students are expected to read the Student Code of Academic Conduct and comply with the expectations. More information and links to the University regulation governing academic conduct can be found on the Dean of Students website listed under the [Office of Student Rights and Responsibilities](#).

If you have any doubts about what constitutes a violation of the Student Code of Academic Conduct or any other issue related to academic integrity, please ask your instructor.

Turnitin

UWF maintains a university license agreement for an online text-matching service called Turnitin. Instructors may use the Turnitin service to evaluate the originality of student papers at their discretion. Instructors can employ other services and techniques to assess your work for evidence of appropriate authorship practices as needed.

Student Accessibility Resources

The University of West Florida supports an inclusive learning environment for all students. If there are aspects of the instruction or design of this course that hinder your full participation, such as time-limited exams, inaccessible web content, or the use of non-captioned videos and podcasts, reasonable accommodations can be arranged. Prior to receiving accommodations, you must [register with Student Accessibility Resources](#) and submit a semester request each semester. Appropriate academic accommodations will be determined based on the documented needs of the individual. For information regarding the registration process, visit [the SAR website](#), e-mail sar@uwf.edu or call 850.474.2387.

Civil Discourse

At the University of West Florida, learning involves a variety of ideas, theories, and evidence. Presentation of these ideas does not represent an endorsement of any one idea or perspective. It is vital to the UWF academic mission that we foster an environment that allows for the open exchange of ideas and perspectives to advance the learning objectives for each course. Civil discourse within and outside the classroom is a vital component of the UWF academic environment and is expected of everyone who belongs to the UWF community. Students and faculty may engage with complex ideas in class and students will often be asked to demonstrate an understanding of the ideas. Understanding an idea, concept, or theory does not require endorsing or agreeing with it, but rather hearing and considering its strengths and weaknesses. More information about civil discourse can be found in resources on the [Dean of Students webpage](#).

Mental Health Support

At the University of West Florida, we recognize that to learn, thrive, and flourish; you may need a little assistance. Please take advantage of the free resources online or on campus.

- For health concerns, contact Student Health Services at 850-474-2172.

- For mental health concerns or substance use concerns, contact Counseling and Psychological Services at 850-474-2420.
- For 24/7 crisis counseling, call 850-474-2420 and press option 6.

Therapy Assistance Online (TAO)

All students are encouraged to utilize Therapy Assistance Online (TAO) to strengthen skills to cope with anxiety, depression, stress management, and more. TAO is an interactive web-based self-help program that is available 24/7. Access TAO anonymously at uwf.edu/tao.

TogetherAll

If you feel like you need somewhere to talk anonymously to others who can support you, peer support is available to all students 24/7 via TogetherAll. TogetherAll is an online community where members are anonymous and can share how they are feeling and support each other. It is an asynchronous program where you can respond to others' posts and you can also share your own posts if you would like. Learn more and join TogetherAll at uwf.edu/togetherall

ArgoWell

Mental Health is one aspect of holistic health, which encompasses all of the eight wellness dimensions. The eight dimensions do not have to be equally balanced. Instead, you should strive to achieve your own authentic personal harmony. You have unique goals, priorities, and aspirations. You determine how to live your best life. ArgoWell is a UWF campus-wide initiative that brings student wellness to the forefront. Learn how ArgoWell can help you make the healthy choice the easy choice and support you in your wellness journey at uwf.edu/argowell.

Ask-a-Librarian

UWF Library staff are available for help through our [Ask-a-Librarian Live Chat](#) monitored from 8:00 am to 6:00 pm Monday through Thursday, 8:00 am to 4:00 pm on Friday, 9:00 am to 4:00 pm on Saturday, and 1:00 pm to 6:00 pm on Sunday. You can also email a librarian using the left-hand navigation in Canvas under Help or Library Tools or text a librarian at 850-483-0225.

Tutoring and Learning Resources

Tutoring and Learning Resources offers free services designed to help you improve your academic performance. Available services include Course-Based Tutoring, Study Skills Assistance, Academic Coaching, Academic Success Workshops, Smartpen Loans, and more. Services are available in Building 52 and the 2nd Floor of Pace Library. For more information, visit www.uwf.edu/tlr, email tutoring@uwf.edu, or call (850) 474-3176.

Need Writing Help?

The University Writing Lab, located in Building 51, Room 157, is available to assist students with proper procedures for writing papers and documenting sources. Visit the Writing Lab or check out the [UWF Writing Lab website \(Links to an external site.\)](#) or e-mail writelab@uwf.edu.

Also, review the UWF Library's [Online Tutorial on Plagiarism \(Links to an external site.\)](#).

Review [Accessibility within Canvas \(Links to an external site.\)](#) for more information on accessibility features in UWF's Learning Management System (LMS).

Veterans Services Statement

The UWF Military & Veterans Resource Center (MVRC) serves as a leading campus advocate for military and veterans students, working to ensure the needs of these individuals are met through coordinating with multiple university offices and services. The center provides assistance with the following: GI Bill ® education benefits, active duty tuition assistance, out of state fee waiver, tutoring, paper reading, counseling, disability accommodations, coordinating academic advising and referral to state /federal resources and services. The MVRC is located in Bldg. 38. For more information on MVRC service, call 850-474-2550 or visit [Military & Veterans Resource Center \(Links to an external site.\)](#).

Assistance Reporting Discrimination or Harassment

The University of West Florida faculty members are committed to supporting students and upholding the University's non-discrimination and harassment policies. Under Title IX, discrimination and harassment based upon sex or gender (including sexual violence and sexual misconduct) are prohibited. If you experience an incident of sex/gender-based discrimination or harassment, you do not have to go through the experience alone. Know that while you may talk to a faculty member, understand that as a "Responsible Employee" of the University the faculty are required to notify the University's Title IX Coordinator so that support services can be provided to you. If you would like to speak with someone confidentially, you may schedule an appointment with the UWF's Counseling and Psychological Services at 850-474-2420. This service is free for students. Faculty can also help direct you, or you may refer to UWF's [Office of Equity and Diversity \(Links to an external site.\)](#) for additional resources.

Minimum Technical Skills Needed

UWF prepares students for current and future business and life applications using basic technology. Each UWF student is expected to do the following:

- Activate a MyUWF student account
- Access the MyUWF portal a minimum of 2-3 times a week
- Access UWF email account (Gmail) 2-3 times a week
- Have basic word-processing knowledge

Additional technical skills and technology requirements may vary by college, department, and course. Student use of UWF information technology resources is governed by the [Computing Resources Usage Agreement](#) and the Student Communications Policy* (also see the [My Account](#) app in MyUWF).

Visit the [Minimum Technical Skills and Special Technology Utilized by Students](#) to learn more about additional technology requirements for fully online or hybrid courses, general web browser requirements, supported operating systems, additional software you may need, and

accessibility and privacy statements for approved UWF technology tools.

Technical Support

ITS offers support to online students via phone (850.474.2075), online request form, and through email (helpdesk@uwf.edu) for non-Canvas (eLearning) questions or problems. Visit the [Help Desk website](#) to learn more about their resources and services.

Helpful support links

- [New to UWF?](#)
 - [Computer Specifications for eLearning \(Canvas\)](#)
 - [MyUWF & ArgoNet](#)
 - [Computer Security](#)
 - [Files Storage](#)
 - [Google Apps](#)
 - [Internet Access](#)
 - [Software](#)
 - [Student Guide](#) (helpful links to various technology support topics organized by tool)
- Instructors may also use third party learning tools from other vendors, like Pearson. Your instructor should be able to provide information about customer support for those tools separately.

eLearning (Canvas)

UWF's online courses are made available through eLearning, which is hosted by Canvas, one of the leaders in online learning. eLearning is widely used by UWF instructors for fully online courses and to supplement traditional courses with online content. Visit the [eLearning Help for Students](#) page to get started and find support for Canvas. Canvas Support is available 24/7 at the Canvas Support Hotline for Students: 1-844-866-3349.

Zoom

Zoom is a cloud-based software that allows your instructor to moderate an online meeting with students.

Learn more about [using Zoom as a student](#).

Test Proctoring & Monitoring Tools

Your instructor may require Respondus Lockdown Browser to maintain the academic integrity of your exams.

Respondus Lockdown Browser and Monitor

Respondus LockDown Browser is a client-based application that "locks down" a computer or device during an online exam delivered on a third-party assessment platform, such as a Learning Management System (LMS). [Privacy information for Respondus LockDown Browser](#). Respondus Monitor is a companion product for LockDown Browser that enables students to record themselves with a webcam and microphone during an online exam. The recordings and other data from the exam session are processed automatically; summary information is

provided to the instructor, such as if the student left the video frame during the exam session. [Privacy information for Respondus Monitor.](#)

Using LockDown Browser and a Webcam for Online Exams

This course requires the use of LockDown Browser and a webcam for online exams. The webcam can be built into your computer or can be the type that plugs in with a USB cable. Watch this [short video](#) to get a basic understanding of LockDown Browser and the webcam feature.

Follow this link for [instructions for downloading and installing LockDown Browser.](#)

Technical Difficulties or Problems with eLearning?

Contact the UWF Help Desk at 850-474-2075 or helpdesk@uwf.edu. For eLearning support that is not related to logging in, **students** should contact the **Canvas Support Hotline**: 1-844-866-3349.

UWF is committed to ensuring an inclusive learning environment for all students. To that end, we are invested in making online courses accessible to the widest possible audience, regardless of technology or ability. We have reviewed this course for baseline accessibility, which includes the captioning of videos, and use with assistive technology. This may not include some complex content (graphs, images, and/or equations). If you have a disability that impacts your full participation in this course, please contact the Student Accessibility Resources at 850-474-2387 or by email, sar@uwf.edu.

Please be advised the instructor cannot control the accessibility of external websites, PDFs, videos, or publisher materials. If you have a disability that impacts your full participation in this course, please contact the Student Accessibility Resources at 850-474-2387 or by email, sar@uwf.edu.

Schedule
(any changes will be discussed in canvas)
SOW 4233-Human Diversity and Social Justice
Spring 2024
Online Course

Week	Date	Topic/Reading	Assignment	Due Date
Advocacy Practice for Social Justice book should be read throughout the semester for final reflection paper				
1	1/8/24	Introduction Syllabus Course Overview	Introduction Discussion Post #1 Reply to 3 people	1/12/24 1/14/24
2	1/15/24-Dr. Martin Luther King, Jr. Holiday-No Class/Assignment!			
3	1/22/24	Social Justice Education Readings for Diversity and Social Justice	Reflection Paper #1	1/28/24
4	1/29/24		Quiz #1	2/4/24
5	2/5/24	Racism Readings for Diversity and Social Justice	Reflection Paper #2	2/11/24
6	2/12/24	Classism Readings for Diversity and Social Justice	Reflection Paper #3	2/18/24
7	2/19/24	Religious Oppression Readings for Diversity and Social Justice	Reflection Paper #4	2/25/24
8	2/26/24		Quiz #2	3/3/24

9	3/4/24	Sexism, Heterosexism, and Trans Oppression Readings for Diversity and Social Justice	Reflection Paper #5	3/10/24
10	3/11/24	Ableism Readings for Diversity and Social Justice	Reflection Paper #6	3/17/24
11	3/18/24	Youth and Elder Oppression Readings for Diversity and Social Justice	Reflection Paper #7	3/24/24
12	3/25/24-3/31/24-SPRING BREAK!!			
13	4/1/24	Visions and Strategies for Change Readings for Diversity and Social Justice	Reflection Paper #8	4/7/24
14	4/8/24		Quiz #3	4/14/24
15	4/15/24		Discussion Post #2 Reply to 3 people	4/19/24 4/21/24
16	4/22/24	Wrap-Up/Review Final Questions	Final Reflection Paper	4/28/24
17	4/29/24	FINALS WEEK	FINAL QUIZ ONLINE	5/4/24 *Note this is a Saturday
Finals week: April 29-May 4, 2024 Final Grades Due: May 7, 2024				