Chapter 1
Theoretical Perspectives

- A new theme for a new edition: sustainability!

- Study of human behavior at the macro level—seeking the pattern in things

- Use of *our social work imagination* required for macro-level generalist practice

- From an empowerment perspective, HBSE to study ecosystems of life in their interconnectedness
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- metaphor of the holon
- environment-in-the-person as well as person-in-the-environment
Theories offer explanations about human behavior and aspects of human behavior.

Term *theory* can be used in a formal or informal sense.

Theories can be classified in terms of scope:
- Small range, middle range, grand theory

Theories can be classified in terms of ideology:
- order or consensus perspective
- conflict perspective
Critical Thinking at the Macro Level

Two key aspects of critical thinking: (Keefe)

1. *empathy* – the ability to put oneself in the place of another, at macro level relates to a culture or population; *profound empathy* relates to empathy with nature.

2. *critical consciousness* – understanding encompassing the social and economic context of human problems (from Freire, Brazilian philosopher and activist)
The Great Enlightenment – 18th Century ushered in a paradigm shift—a scientific revolution or new worldview (Kuhn, 1962, *The Structure of Scientific Revolutions*)

To Schriver (2004), paradigm shift represents a revolutionary break with past ways of viewing reality.

- May be brought about through actions taken by a dissatisfied segment of the community or crisis such as war, economic depression, or even a great plague.
Paradigm Shifts in History

- Pendulum swings between two opposite poles, may between right wing and left wing, conservatism and compassion for the poor—social reform
- Progressive Era—1900-1914
- World War I—conservative
- Great Depression—social reform
- World War II and the ’50s
- 1960s
- Reaganism—trickle down theory
- From the Bushes to Obama—attempts to address the plight of the poor
- Disillusionment today with capitalism and big banks and big business as a result of economic crisis of 2008
Macro-Level Research

- NASW Code of Ethics (1996) social workers to promote research and look toward social change.
- Macro level research rarely funded by the government.
- Evidence-based practice research in demand and vital for social change.
- Watch for research biases: researcher’s agenda, selection of variables studied, choice of sample and manner in which data are collected.
Research Design

- Knowledge of research techniques and interpretations enhance critical thinking
- Social workers need accurate and reliable data at hand to refute false claims and to lobby the legislature for reform
- Participatory research design—language from the people being studied
- Ethics of industry-funded research and the influence of funding source on the findings
Introduction to Macro Theory

- Theoretical perspectives are ideologically based, especially macro theory which pertains to the social structure.
- They reflect cultural and personal biases of the theorist and the period.
- Theories continually grow and change.
- Theoretical models in this chapter include: ecosystems frameworks, sociological theories of structural-functionalism, conflict and structural, and newer approaches--feminist, empowerment and anti-oppression.
- Each has strengths and weaknesses.
Macro Level Social Work

- Social work concerned with sustainability today, given economic and environmental crises
- Social work as in between socialism and capitalism
- Social workers link with social welfare programming for the benefit of their clients; their effectiveness depends on external financial support.
Ecosystems Model

- A combination of systems concepts and ecological framework
- Systems approach a reaction against dominance of Freudian theory
  - Holistic; focused on interaction among parts to make up a whole
  - Brought to scientific prominence in the 1960s through work of von Bertalanffy, a biologist
  - Theory to serve as a bridge between professionals from different fields
Basic Assumptions of Systems Model

- The whole is more than sum of its parts.
- Open and closed systems:
  - An open system conducts a steady state of exchange with the environment.
  - A closed system is shut off from its environment.
- Increasing differentiation and specialization from single cell to entire organism
- Boundaries of the system: firm yet flexible
- Causality is non-linear, interactive
Evaluation of Systems Model

- How to verify?
  Cannot be proved or disproved by conventional methodological techniques

- Does the theory incorporate diversity and oppression?
  Focus is more on order than disorder, little emphasis on diversity or oppression
  System said to return to equilibrium, no allowance for social change
Contributions of Systems Model

- Virginia Satir (1972) highly influential family therapist, taught therapists to look for family patterns, saw roles as interconnected.
- Family therapists such as Bowen focused on need for firm family boundaries and healthy family communication patterns.
- Provides scope and flexibility which may be used at any level.
- Offers a process for the organization of knowledge in social work.
Criticisms of Systems Model

- **Negative criticism:**
  - Lacks a prescription for assessment or intervention in social work.
  - As “order theory,” it fails to deal with variables such as class, race, gender or power relations and conflicts.

- **Positive criticism:**
  - Offers for human behavior a macro perspective, attention to roles and role playing within the family, work, society
  - Provides a focus on feedback and system boundaries
  - Shows how parts of the whole fit together and are mutually reinforcing
Ecosystems Framework

- Systems model focuses on roles; ecology focuses on the setting or habitat.
- Combination of systems theory and an ecological, interactive perspective
- A hybrid model for describing human interaction—views organisms in constant interaction and as interdependent with each other and the environment.
- *Environment* in ecosystems terms refers to the neighborhood in which one lives and the schools one attends and, in this book, the natural realm.
Basic Assumptions and Concepts

- Film: *America’s Lost Landscape* (2005) shows how life on the prairie is circular as are the seasons; anything that was at one time will be again.

- Balance not equilibrium—earth in balance

- *Interactionism*:
  - Force exerted by the organism affects the environment
  - Organism *adapts*, partially adapts or fails to adapt to stress from the environment
  - Organisms work together to form a *system*
Other Key Ecological Concepts

- **Niche**: a particular place suitable to the growth and development of the organism
- **Transactions**: interactions between people and others in their environment
- **Energy**: borrowed from systems theory, refers to the power which springs forth and takes the form of input or output depending on the direction of the energy
- **Targets of change**: the source of the social work intervention--can be individuals, groups, or whole communities
Sustainability

- Important concept added to ecosystems in this text, a means of assessment of a policy of practice
- Definition—meeting present needs without destroying resources for future generations
- Are present environmental practices sustainable (for example, deep sea oil drilling)?
- Nancy Mary—we need to a sustainability-first not markets-first scenario, social work focus
- Environmental sustainability is also economically sustainable in preserving resources
Criticism of Ecosystems Approach

- Seen as overly inclusive, non-prescriptive, and it doesn’t explain anything
- Non-verifiable in its broadest formulation
- But built on truths that can be validated such as the impact of pollution on the earth and all living things
- Does it incorporate issues of diversity and oppression?
  - Yes; it can examine cultural environments and how organizations adapt to cultural diversity
  - Oppression can be addressed from an empowerment perspective as we do in this text.
Contributions to Social Work

- Important idea that person and the environment are in constant and dynamic interaction, a non-linear view.
- Family therapy borrows from ecology; roles individuals play in a family are seen as complementary and interactive. This insight is relevant also to group work.
- Advantages: provides the ability to analyze circular connections between worker and client, value in assessment, integration of other social work theories.
- More representative than general systems theory of reality, adaptable to all levels of intervention.
What Does the Theory Teach about Human Behavior?

- The concept of adaptation in assessing the goodness of person-environment fit or how well people cope with stressors in their surroundings.
- Can serve to locate points of oppression and the need for structural change to provide personal growth and development.
- Notion of sustainability provides insights and accountability for policies.
Structural Functionalism

- A theory from sociology—addresses phenomena at the macro-macro level
- Views the social system as composed of interdependent parts, each with positive consequences or functions, working together to produce stability.
- Talcott Parsons, 1940s, wanted to construct a grand theory for all the social sciences:
  - Social system must have an adaptive function to relate to other systems. There must be a pattern of maintenance and tension management
  - Tendency for system to maintain equilibrium
Structural Functionalism

- Merton (1957) contributed concepts of latent and manifest functions
- Manifest: stated, obvious reasons for an activity
- Latent: unintended or not initially recognized reasons
- Conflict can unite people against source of conflict.
- Gans (1995): used functional analysis from a radical perspective to consider the functions of poverty--Poverty has many latent functions such as giving us people to feel superior to, making jobs for social workers, etc.
Contribution to Social Work

- No place for individuals in system, only statuses and roles
- Relevance at the wider societal level
- Enables social workers to examine social institutions from a broad-based perspective

Major criticisms

- Conservative bias of early sociologists due to focus on maintaining equilibrium
- Acceptance of the status quo
- Fails to focus on the nature and meaning of the interaction among humans
Is the Theory Verifiable?

- Society decides whether a custom or social activity is functional or not.
- Government statistics may show the good or harm of a certain practice such as organized crime, the death penalty or poverty.

Does the theory incorporate issues of diversity and oppression?

- Structural functionalism tends to justify societal issues instead of social change to end oppression.
- Functional analysis may be used by radicals in a creative way to explain oppression.
What Does It Teach about Human Behavior?

- Functional analysis can be used to handle why questions: why homophobia, poverty, or crime.
- But theorists should also consider the dysfunctions of homophobia, poverty, etc., in our society.
- Especially important to consider are the latent functions of an activity or custom (for example, weddings and funerals) to appreciate the unintended and hidden aspects of the activities and rituals.
Conflict Theory

- Also from sociology, reaction to functionalism
- Societies not seen in equilibrium here but as in perpetual conflict—torn by constraint and struggles for power.

Assumptions and concepts:
- Karl Marx: *alienation* of people from the social system that exploits them
- C. Wright Mills: *the power elite* and *the sociological imagination* needed to see through aims of the power structure
- Piven and Cloward: Elites in society can be counted on to provide only enough aid to prevent mass disorder and regulate the poor. Welfare aid is stigmatized.
Conflict Theory

- Offers *structural* explanations for social and many personal problems.
- *Oppression* of the people who are left out of the power structure.
- *Social control* seen as a function of much of social work.
- Canadian theorist Bob Mullaly (1997): *structural social work* – focus on structure. Views one’s circumstances and difficulties as connected to one’s economic and social position in society.
- Conflict theory includes feminist, empowerment, and anti-oppressive ideas.
Considerations

Is conflict theory verifiable?

- Mills’s (1956) concept of the power elite can be validated through the study of major contributors to political campaigns. Who are the major contributors?

  Does the theory incorporate issues of diversity and oppression?

  - It looks at the status quo in a critical light.
  - Oppression is a key element in these perspectives derived from Marxism.
What is the Influence on Social Work?

- Impact of conflict theory seen in social work code of ethics which was revised to include ethical responsibilities for social change (NASW, 1996).
- Seen in international social work’s revised definition of social work to stress principles of human rights and social justice (IFSW, 2004).
- Critiques of global capitalism borrow ideas from conflict theory.
- This view helps guide critical thinking about the typical client’s position within the macro environment and how the system works.
- Impact on social work education, including HSBE curriculum.
Major Criticisms of Conflict Theory

- Advocates collective action: weak in dealing with individuals with emotional problems
- Radical social workers faulted for failing to listen to the clients’ interpretations of their problems.
- Conflict does not necessarily lead to change – may be viewed as a negative outlook.
- View of clients as victimized is disempowering.
- Highly ideological.
What Does the Theory Teach about Human Behavior?

- Guides students and practitioners to think critically about power imbalances in society: legislation, policies, oppression of the poor.
- Helps us understand power and why the rich are getting richer and the poor, poorer.
- Shows how means-tested programs ultimately destroy the programs.
- Shows how welfare practices regulate the poor, and establish social control.
- Reveals tendencies in society toward greed and punitiveness, the tendency to look down on others.
Feminist, Empowerment, and Anti-Oppressive Perspectives

- Feminism as defined by Van den Bergh and Cooper (1995): “a conceptual framework and mode of analysis that has analyzed the status of women cross-culturally and historically to explain dynamics and conditions undergirding disparities in socio-cultural status and power between majority and minority populations” (p.xii).

- Term popularized with the women’s movement of early ’70s

- “Women’s lib” was mocked in the media at the time.
Types of Feminism

- Liberal feminism – equality between men and women through legislation
- Radical feminism-- focus on patriarchy, stresses differences between men and women
- Socialist or Marxist feminism- oppression viewed as part of the structural inequality within the class-based social system
- Black feminism- racism and sexism, black experience compared to experience of white women. Term womanism often preferred.
- Latina feminism—unique history and culture, need for empowerment
- Post-modern feminism- how society through language creates social assumptions of how women are and how they should be treated.
- **Add to this list Ecofeminism – an environmental view that the oppression of women and nature are inextricably linked. Mother Earth.**
Feminist Perspective

- Boxed reading: personal narrative—“Cries from the Second Wave”—one woman’s awakening during the ’70s
- Third Wave Feminism: social change through law and legislation rather than through protest
- Intersectionality
- Popular books for younger generation:
  - *Feminism Is for Everyone* (bell hooks, 2000)
  - *Manifesta*, Baumgardner and Richards (2000)—speak to the younger generation
  - *Girldrive*—recent book, interviews across America to find why the term feminism is rejected by young women.
Empowerment Perspective

(Note: feminism and anti-oppressive social work are both empowerment approaches; here we are talking about social work’s empowerment perspective)

- The term sprang out of the Civil Rights and feminist movements.
- Early work in the field: *Black Empowerment* by Solomon (1976)
- Focus on use of power to keep people down
- People encouraged to learn how to obtain power and work for social change
- To be empowered, a person or group requires an environment that provides options.
- Empowerment ascribes authority to the individual to make choices.
Anti-Oppressive Approach

- A more radical approach than the US social work empowerment approach
- Focus on oppressive system that needs to be drastically changed
- Aim to minimize power differences in society and in the professions, to maximize the rights to which all people are entitled
- Widely used in U.K. and Canadian social work
- Views the capitalist social system as generally oppressive
- Focus on sweeping social change, has a structural, Marxist base
Considerations

Can these approaches be validated?
- Verifiable in many of the claims through use of government statistical data and international sources – poverty, oppression and discrimination.
- Basic ideology convincing but hard to prove.

Does the theory incorporate issues of diversity and oppression?
- The dynamics of oppression, exploitation, social isolation, marginalization and backlash are the focus of this approach.
Contribution to Social Work

Feminism has had the most tangible impact of the three approaches on social work and society:

- Has led to a paradigm shift in women’s awareness of their entitlement to the same privileges and rights as men.
- Has had a direct influence in the development of social work as a predominantly women’s profession.
- Has caused a re-focus on women’s needs and safety rather than conformity to tradition.
- Recognition of the oppression of black women especially through writings of bell hooks.
Major Criticisms

- **Feminism**: 2\textsuperscript{nd} wave leaders are criticized for—
  - Focusing on the concerns of white middle class women
  - Dividing “working” women and women who chose to work at home as housewives,
  - Failing to include men in the movement.

- **Empowerment**: focuses exclusively on working within the system to the neglect of the necessary changes required of the system as a whole

- **Anti-oppressive**: many oppressed persons do not accept the radical view of oppression and do not feel connected to other oppressed groups
What These Approaches Teach about Human Behavior

- They show the reality of sexism, racism, ageism, heterosexism, ethnocentrism, etc.
- They raise awareness of the nature of oppression and the need to use of power in positive ways through raising public consciousness.
- They show how with help, most people can gain power over their own lives and take action against their own oppression.
Practice Implications

- General systems theory broadens our perspectives.
- The ecosystems model adds an environmental focus and reveals the interconnectedness of all life – social, physical and spiritual.
- Structural functionalism helps us understand the functions of social institutions and their implications.
- Conflict theory shows that group solidarity is critical and necessary to influence state and local policy.
- Feminist theory guides practitioners in dealing with partner violence, gender identity, and child rearing practices providing insights and enhancing critical analysis.
This chapter studies human behavior in situations of social conformity and shows the influence of the group on the individual in both normal and extreme situations.
Present day social psychologists rely on classic studies—most would not be approved by ethical boards today.

These classic experiments teach us about human behavior—obedience and conformity.

Kurt Lewin, 1940s, father of small group research
- grew up as Jew in authoritarian Germany
- interested in democratic forms of government
- Conducted group experimentation on the impact of styles of leadership (democratic, autocratic and laissez-faire) on boys’ productivity.

Gisela Konopka, also a Jewish refugee from Germany
- A group worker, She returned to help rebuild the country.
- Today considered the mother of social work in Germany

Studies by sociologists such as Sutherland on Chicago street gang activity

Studies of experiments on productivity of industrial work groups.
Sherif’s Summer Camp Experiments

- Muzafar Sherif, ‘40s and early ‘50s
  - Student of Lewin
  - Conducted the Robber’s cave experiments on boys at camp
  - His experiments showed how conflict and cooperation can be generated
  - Importance of *superordinate goals* – cooperation in order to achieve objective.
Festinger’s UFO Study

- Leon Festinger also studied under Lewin
  - Desire to study how people behave when the facts contradict their beliefs, how they reconcile this
  - *When Prophecy Fails*—participant observation
  - Author joined a group of UFO religious fanatics
  - *Cognitive dissonance* when world didn’t end
  - Ethical issues of his research
- Cognitive dissonance related to war in Iraq when weapons of mass destruction not found
Studies of Social conformity

- Social psychologists say that social conformity is maintained in informal groups because people value approval.
- Classic experimental design of Solomon Asch (1951)—this one can be replicated today.
- Conformity is more prevalent in collectivist societies such as Japan, Norway, and China than in individualistic societies like the United States and France.
Social Psychology of the Jury Trial

- Researchers must rely on mock trials or witness accounts due to cameras and observers not being allowed during jury deliberations.
- Success of use of jury is because of the pressures to conform to group norms, a cross-cultural trait.
- Diversity in the jury pool is important to reduce the chances of group think.
- Movie: *12 Angry Men*, 1957 showed the power of conformity.
- Michael Jackson trial – one juror later reported harassment including ageism to force her to agree in not guilty verdict.
Milgram’s Obedience Study

- Stanley Milgram – conformity studies (early 1960s) at Yale University.
  - His research is probably the best remembered of the social psychological experiments
  - Jewish background inspired his interest in obedience to orders to inflict harm
  - “Teaching” experiment—use of apparent shocks on the learner
  - Most of the subjects complied with the orders.
  - Parallels drawn today with Abu Ghraib

- Explanation by Tavris and Aronson—self-justification
  - When gradually led into violence or crime, have invested in that, hard to go back
  - Also works in therapy; take one small step
Erving Goffman’s Role Theory

*Presentation of Self in Everyday Life*

- “All the world’s a stage”
- Concepts: front stage, back stage, impression management
- roles in the home, hospital, factory work place, restaurant, church, and at the party.

*Asylums*

- Life in the total institution --prisons, the military, the convent and mental institutions
- Social control function
Nursing homes are the familiar institutions of today, as were the asylums of the past.

40% of Americans over the age of 65 will spend time in a nursing home before they die.

Patients at serious risk for health problems due to low number of nursing home workers.

Goffman’s “impression management” – this may involve renaming the thing (place or condition) that has taken on negative connotations.

Nursing homes have been renamed assisted living centers or skilled care facilities and décor changed to resemble homelike atmosphere.
Stigma

- Goffman wrote *Stigma* (1963)
- This book drew on social labeling theory – physical disabilities and official diagnoses come to take on a life of their own.
- Three categories of stigma:
  1. abominations of the body or physical deformities.
  2. blemishes of the individual character, such as a criminal record.
  3. tribal stigma of race, nation, and religion.
- “Turning Points”--Boxed reading by Rudolph Alexander, Jr. shows how a juvenile sentenced to death row was able to overcome his label and stigma
Studies Involving Context

- 1971- Stanford psychologist Philip Zimbardo’s mock prison experiment
  - Some were guards; some were inmates
  - Shocking results related to abuse of power
  - Parallels drawn to Abu Ghraib

- Psychological processes of dehumanization and deindividuation, or a state of lessened self-awareness

- Aronson (2004) had female students administer electric shocks to another student.

- Mob behavior described in To Kill a Mockingbird (Lee, 1961)

- The stabbing of Kitty Genovese
Prejudice

- A learned phenomenon, transmitted from generation to generation through socialization processes.
- An attitude of negative prejudgment on the basis of a defined characteristic such as race, ethnicity, religion, or gender.
- Use of fear approaches by government leads people to support military and to vote conservative.
- Conservatives tend to see more in black and white, harsher punishments (in study of political literature).
Discrimination

- Involves a physical act such as refusing to hire a person because they are African American or Latino or a woman.
- May arise from unofficial or official policy
- Note: the person who carries out the policy may discriminate without being prejudiced and conversely, the person may harbor prejudices but refuse to discriminate based on government regulations.
Stereotyping

- Assigning identical characteristics to any person in a group, regardless of the actual variation among members of that group.
- May arise from past experience with one or more members of a group; that experience is then generalized to all group members.
Psychological Explanations

- Social workers need to have some general understanding of the nature of prejudice—will see it in their work with clients

- Allport, *The Nature of Prejudice* (1954)- outgroup prejudice

- Anti-Semitism study
  - Adorno devised an F-Scale to measure fascist or authoritarian tendencies.
  - child-rearing practices found to be related to prejudice

- A recent study used statistical methods to detect personality patterns in politically conservative persons and found them authoritarian.
Psychological Explanations for Prejudice

- *Projection* of negative traits onto others (Freud)
- *Reaction formation*
- Adams, Wright and Lohr (1996)—a University of Georgia study on the relationship between homophobia and latent homosexuality
- Cases of Matthew Shepard and Jason Gage, openly gay, savagely beaten to death
- Picketing of their funerals by hate group led by Reverend Fred Phelps of Topeka, Kansas—see photograph in the text
Psychological Factors in Prejudice Continued

- Lack of empathy often goes with a distorted self-image
- Empathy-training activities with children show reduction in aggression toward others.
- Aronson’s jigsaw technique
- Xenophobia, term derived from the Greek word for stranger, used in modern English to refer to a fear and dislike of foreigners
Sociological Explanations

- Herbert Blumer (1958) viewed racial prejudice from a sociological lens. Feelings of perceived threat by the dominant racial group.

- Bobo (1999) considered feelings of alienation by members of racial minority groups—resentment of recently arrived minority groups who would have lower expectations and feel less alienated.

- Social functions of prejudice: solidifies the group, encourages internal bonding, the elite can shield themselves from opposition to their policies, hiring practices have economic impact.

- Devah Pager (2005) research design – ex-convicts seeking jobs

- Scapegoat theories

- Bullying
Sociological Explanations

- Blaming the victim
- *The Bell Curve* co-authored by Charles Murray (1994)
  - argued the safety net of welfare was the cause of poverty
  - welfare aid should be removed for the betterment all
- Boxed reading: Hurricane Katrina and Human Behavior
  - At first, officials blamed the victims for not leaving the city
  - Discusses how people were affected biologically, psychologically, socially and spiritually.
Positive Aspects of Collective Behavior

- Evolutionary perspective of group behavior, a sense of oneness
- Raging Grannies as a positive example of protest with humor
- Two social movements: Environmental movement and the Kensington Action Alliance.
- Ecofeminism – term links the twin oppressions of women and nature within the dominance structure of patriarchal social conventions
- Kensington Welfare Rights Union (KWRU) to end poverty
- Boxed reading—macro practice with homeless persons
- “New Freedom Bus Ride”
- Social Welfare Action Alliance – Radical social work organization
- Poor People’s Economic Human Rights campaign--photos
Practice Implications

- Social work is about helping people turn their lives around, social justice and social change.
- Social psychology offers multidimensional understanding of how people behave in certain situations.
  - Provides knowledge about the impact of group cohesion
  - Teaches about the strength in social movements
Chapter 3
The Small Group as a Social System

This chapter describes the group process as it relates to social group practice including leading task groups and therapy groups.
Why Study the Small Group?

- Clients are often treated in group settings, especially substance abuse clients.
- Insights about the client can be gained by observing the client’s behavior in group setting.
- Group therapy, a device for effecting individual change.
A Psychodynamic Approach

From Irvin Yalom, *The Theory and Practice of Group Psychotherapy*

Eleven primary elements in therapeutic change through group therapy:

- Instillation of Hope
- Universality
- Imparting information
- Altruism
- Recapitulation of the primary family group (for correction)
- Imitative behavior
- Interpersonal Learning
- Group cohesiveness
- Catharsis
- Existential factors
Small Group Structure and Process

- Hierarchy, equality, and democratic functioning
- Pat Conroy, *My Losing Season* (2002) relates a boy’s turning point based on informal leadership
- George Homans (1950) internal and external systems
  - **External system** – sentiment, activity and interaction aimed primarily at the environment of the group that enables the group to survive.
  - **Internal system** – sentiment the group members develop toward one another in the process of the group’s interactions.
- Group norms arise in the group
Empowering Group Practice

- Boxed reading on empowering practice shows how an individual group member advances through stages of empowerment, joining in consciousness raising as the group takes collective action to overcome oppression.

- Note that reflection is important throughout the process and after the action has been taken.
Group Processes

- **Transference**: (Freud, Yalom) --seeing traits of a family member in a person within the group.

- **Acting out** by group members

- **Scapegoats** as targets of rage

- New members and status changes as members adapt

- **Open groups**—constantly changing such as groups for substance abuse

- **Closed groups**—as some AA meetings that do not have a quick turnover and may have a strong cohesiveness and sense of safety
Groupthink

- Janis (1982)—groupthink stems from mindless conformity

- Characteristics
  - Belief in the group’s moral superiority
  - Sharing stereotypes
  - Refusal to examine alternatives
  - Protecting group from negative views or information
  - The illusion of invulnerability

- Critical thinking: See if these traits relate to U.S. foreign policy

- Leader can prevent groupthink by encouraging diverse opinions and alternative views to those expressed.

- Boxed reading-- “My Life at End Time Religious Camp”
Stages of Group Development

- **Stage One: Orientation Stage** – initial gathering, casual questioning about mutual interests
- **Stage Two: Mutuality Stage** – patterns of communication, alliances and subgroups emerge, as do roles and responsibilities
- **Stage Three: Drama Stage** – testing of old patterns of behavior – human proclivities emerge
- **Stage Four: Love Ties** – acceptance despite shortcomings
- **Stage Five: Blossoming** – change and growth
Group Leadership

- Early social workers used small groups to effect social goals for the mutual benefit of their members.
- Diversity Issues –
  - Racial composition—blacks are more comfortable when ratio of white to black is 50-50 than are whites who prefer 80-20 ratio
  - Prepare to hear slurs, bigoted remarks by group members
- Layout of room--arranging chairs in a circular pattern
- Counseling skills--going around the circle, ensure privacy and sense of safety, gatekeeping function, summarizing progress, anticipating future meetings
Small Group, Social Decisions and Action

- Power and empowerment: primary role of the social worker is to help the client become empowered.
- Empowerment-based community work: Five major sources of power: access to wealth and resources, media, prestige, community’s shared values, and choice of effective strategies.
- For social change, need to politicize and educate consumers as well as social workers to the value and political use of power.
- Amish or counterculture groups—they seek autonomy and peaceful lifestyles.
Values and Group Work

- Groups form value sets
- Helen Northen (2004) Global ethical principles:
  - Professional relationship
  - Multiculturalism—respect for diversity
  - Empowerment
  - Confidentiality and privacy
  - Self-determination
  - Professional competence
Focus Groups

- Research technique to gather qualitative data
- Small discussion groups on special topic such as health care
- Groups are used by marketers to learn what sales pitch to use.
- In social work, may be used to learn how to approach a culturally diverse group, to study attitudes
- Example from Appalachia—goal of disease prevention
  - researchers learned of gender roles
  - need to focus health messages on the whole family
  - one-on-one counseling was most effective for some women who were fatalistic about their health
Innovative Group Work in Women’s Prisons

- **Personal empowerment through self-expression.**
- **Innovative programs:**
  - Canada’s art therapy at Kingston prison
  - New Zealand’s Sycamore Tree project which follows the principle of restorative justice
  - English women’s prison who have a bereavement and loss group
- The social worker’s role should be that of a consultant and facilitator rather than instructor in order to raise the women’s sense of empowerment
- Competency in a skill, and positive social interaction empower the women to succeed both in prison and when they leave
Self-Help Groups

- Yalom--groups help build confidence through risking new behaviors that can carry over into their social environment.
- Self-help groups offer the same benefits--major advantages
  - freedom to come and go when members wish
  - no red tape or expense
- Typical format of AA group:
  - confession by members to the group of a chronic problem
  - testimonials by members of the group recounting the past and their plan to take one day at a time, and group support given.
  - Many addiction-related groups include a spiritual aspect to their recovery.
- Boxed reading describes a student’s visit to an AA meeting.
...Self-Help Groups

- Narrative framework – storytellers
- Some groups advocate for the rights and acceptance of people society views as different such as persons with mental illness.
- PFLAG –
  - Parents, Families, and Friends of Lesbians and Gays
    - [www.pflag.org](http://www.pflag.org)
  - Sample dialogue from an Iowa PFLAG meeting
Murray Bowen (wrote in 1970s) pioneer of general systems theory regarding the family as a unit; they revolutionized psychotherapy.

We can examine the family as an ecosystem within an ecosystems framework:
- Four fundamental concepts: interactionism, stress, coping, and adaptation
- Germain (1991) provides a framework to view family dynamics

Boxed reading: “Growing up Deaf”—what are the strengths of this family?

Eco-map Figure 4.3
- Can serve as assessment tool pointing to areas in need of attention
- Provides a framework for action, here-and-now interactions of individuals and families
Ethnic Family Patterns—Bosnian Muslims

- **Description of Bosnian Muslim refugee families**
  - They adhere to traditional gender roles.
  - Stigma attached to the sexual violation of women.
  - Positive family identity.
  - Until the 70’s common for adult children to live with parents for multiple generations
  - Customs—removing shoes at the door, neighborliness, drink strong coffee, sharing of food, good conversation, traditional music and dances

- **Strong family ties foster resiliency and lead to healthy outcomes for such immigrant families.**

- **United States should aim to be a cultural mosaic instead of a melting pot.**
American Indian Families

- Strong emphasis on *being* not doing
- Cooperation over competition, group focus
- Work only to meet needs, non-materialism, flexible sense of time
- Right-brain orientation
- Importance of extended family, individual freedom
- Living in harmony with nature, pervasive sense of spirituality
- Children reared to pursue their own interests and make their own decisions; learning comes through their own observations, and reliance on nonverbal rather than verbal cues and matriarchal norms
- *Berdache* custom allows for feminine gay men and masculine-acting women to follow their innate proclivities
- *Two Spirit* is a term preferred by many First Nations people for gays and lesbians who were honored for having both masculine and feminine tendencies.
African American Family Patterns

- Strong religious orientation; church provides family support
- Flexible family roles, extended family networks, and informal adoption processes
- High status of females
- College enrollment up 95% for women and 35% for men
- 68.4% births to unmarried women, low marriage rate
- High mortality rate for men, 12% of young males are behind bars.
- Blacks comprise 59% of those convicted of drug offences.
- Boxed reading “A Nine-Year Old Boy’s Story”—note this child’s resilience under difficult circumstances.
Latino Family Patterns

- In 2000, Latino families replaced African Americans as the largest minority in the U.S.
- Term Latino refers to various diverse populations
- More than $\frac{1}{4}$ live in families with more than 5 members,
- Most are Roman Catholic, close family ties, traditional sex roles, care and respect for the elderly,
- Infant mortality low—*epidemiological paradox*
- *Familismo* -- term used to refer to the central role of the family in Latino communities: this includes immediate, extended, co-parents and godparents
- High school drop out rate extremely high, risk for alcoholism, the more oppressed they feel, the greater risk for addiction and violence in the home
- Some negative impacts of assimilation--note the statistics for the 2\textsuperscript{nd} generation.
- Family therapy easily accepted by this group.
Asian Family Patterns

- Much diversity within this group—Chinese, Japanese, Koreans, Hmong people
- 4.2% of the total United States population. (23.8% from China)
- Collectively, Asian families exceed the national average on all positive categories: education, income and longevity.
  - Divorce rate $\frac{1}{2}$ national average, income level above national average
  - Rate of single mother births is lowest of any racial ethnic group
  - Values--bring no shame to family, personal ambitions sacrificed for needs of the family – *(kenshin)*
  - Family is multigenerational, male responsibility for family
  - Males more highly valued than females, females absorbed into husband’s families
  - Mother is the nurturer and caretaker
  - Cooperation and sharing among siblings expected
  - Mother-son bond especially strong
  - Care and respect for the elderly
- Identity is “we” rather than “I”
- Social workers should take care to recognize differences among these groups.
- Family pride often means not sharing personal information.
Multicultural Families

- 5% of population in 2009 census
- Largest group is white-Hispanic, common among Asian Americans
- Boxed reading: Mixed Latina woman
- Boxed reading: “Not Black Enough”
Gay and Lesbian Families

- Census 2000: 594,391 same-sex couples in the United States. ¼ are raising children, and one in ten couples includes a senior aged 65 or older.
- Learning a child is gay or lesbian can be a shock for the parent—religious beliefs, societal stigma, desire for grandchildren, stereotyping.
- PFLAG (Parents, Families and Friends of Lesbians and Gays), [www.pflag.org](http://www.pflag.org)
- Same sex-marriage legal in Netherlands, Belgium, Canada, Scandinavia, Spain, Britain and South Africa and 8 states and Washington, DC legal or recognized
- Study showed of gays and lesbians who see themselves as married
  - More likely to be lesbian
  - More likely to have children
- Gay foster parents
- Boxed reading: “Family Adventure”—note the strengths in this lesbian-headed family.
- Research shows children of same-sex couples compared to general population
  - No more emotional problems, tend to be popular at school
  - More flexible in gender roles; girls more apt to aim for professional careers
Macro Policy Issues

- Family – the backbone of society, provides a number of functions
- Government policies influence family functioning. The United States has fallen to the 13th position (UN annual human development report)
- Leading countries are Norway, Australia, Iceland, Canada, Ireland
The Impact of Globalization Worldwide

- Positive and negative aspects of globalization—pressures from global competition and communications revolution
- Plight of women refugees, emigration of refugees escaping violence
- Sex trafficking
- Economic impact of world bank requirements for reduction of social services--far reaching impacts on all of society
- Global market – agency consolidation and corporate management resulting in men displacing women managers
Impact of New Economics on the Family

- Poor communities disproportionately experience stress
- 2008 recession: 34% of young adult black males unemployed
- Low-wages, decline in manufacturing, rising housing costs, families with children are the fastest growing homeless population – 42% of the 700,000 persons found to be homeless are families (HUD, 2005). Has increased in 2008 recession.
- *Bait and Switch: The (Futile) Pursuit of the American Dream*, Ehrenreich (2005) and *Nickel and Dimed* (2002)—participant observation studies
- Japan – very strong work ethic— “Karoshi” – means dropping dead at your desk.
- Mexico City – children may be left alone while parents work or taken to the jobsite due to lack of childcare.
- Scandinavian contrast:
  - business guidelines for Americans—expect long vacations, short work days, multiple benefits, relaxed attitude toward work
  - van Wormer’s experience working at a Norwegian alcoholism treatment center
Family Violence in Global Perspective

- Economic globalization has important human rights implications--policies require that non-industrialized nations reduce their indebtedness to the world bans by reducing social welfare spending.

- Women perform two-thirds of the world’s work but only earn one-tenth of all the income and own less than one-tenth of the world’s property.

- Economic destitution makes young women ripe for sexual exploitation.

- Human rights violations occur at three levels: those done by the family, the community and the state.

- Sex trafficking
  - Over one million women and children are trafficked each year
  - Sex slavery, dowry deaths, death by stoning, genital mutilation, rape

[www.amnestyusa.org](http://www.amnestyusa.org)
Domestic Abuse

- World Health Report (based on 48 surveys from around the world) found between 10-69 % of women report having been physically assaulted by a partner.
- United States, 22 % of wives report domestic violence.
- Wife beating is considered a man’s right in many societies and the women interviewed agreed some beatings were justified- including burning dinner.
- Low rates in Japan-- 15% to over 60% in Peru, Ethiopia and Bangladesh.
- Story of Dr. Shazia, 32 year old Pakistani physician raped by intruder
- Suicide common of rape victims in many countries
- *Honor killings* and acid attacks
Immigration and Domestic Violence

- Immigration status used as a weapon of abuse
- Divorce in many immigrant families brings shame on the family from both the family and the community.
- Bui (2003) study of Vietnamese immigrants—downward mobility especially hard on men
- Abuse of “military brides”
Legacy of the Iraq/Afghanistan War

- Military socialization
- Post-traumatic stress disorder
- High suicide rate when soldiers return
- www.warresisters.org
Promising Initiatives

- **Kinship care** – fastest growing child placement program in the United States. Advantages:
  - stabilizing effect of the extended family and child’s own racial or ethnic communities
  - relative permanence
  - familiarity of the child with the relatives and community
- **Other empowering approaches** – mutual aid associations and group/community approaches, “Generations of Hope” house, Healthy Start
Family Group Conferencing

- Form of restorative justice used in child welfare
- Involves the extended family in a solution-focused, strengths-based approach to solving problems related to child neglect and abuse
- Adapted from the Maori people and social service authorities of New Zealand
- Informal “around the table” non-adversarial process, includes a trained facilitator, involves the victim- their family and the community
- In criminal cases, family group conferencing
  - stresses offenders’ awareness of the human impact of their behavior
  - provides offender the opportunity to take full responsibility
  - uses a narrative approach,
  - engages the offender’s family members and support system
  - solicits the families’ support in the process of the offender’s making amends

www.restorativejustice.org
Chapter 5
Culture and Society

- Culture – the sum total of social patterns passed from generation to generation. Knowledge of culture and cultural history provides important perspectives for understanding human behavior.

- Language (even accent) can be used to construct and maintain oppression of a subordinate group.

- America is a pluralistic, multicultural society. Hispanic and Asian populations growing 10 times the pace of whites who are not Hispanic, U.S. Census Bureau (2005).

- Culturally focused prevention necessary for at risk populations.
Cultural competence

- Cultural competence – knowledge of client’s culture and customs from diverse cultural backgrounds. Avoid color-blind and gender-blind approaches.

- Three aspects of cultural competence:
  - need to understand and take responsibility for our own beliefs and attitudes
  - need to learn about and expand multicultural experiences
  - use our knowledge to become proponents of multiculturalism

- Know the resources for intervention.

  - *Ethnicity and Family Therapy*, McGoldrick et al. (2005) – spells out norms and folkways, differences in communication styles for dozens of cultural groups.

Ethnocentrism

*Ethnocentrism* is the paradox that as we learn to take pride in our culture, we come to think that our culture is superior to those of other groups.

*Cultural imperialism* occurs when the dominant group universalizes its experience and culture and uses them as the norm.

Immigration and war heighten the sense of ethnocentrism in a community.


War in Iraq – notion of sacred deaths by terrorists.

Pew Global Attitudes Project (2005)—negative image of the U.S. in international surveys [www.pewglobal.org](http://www.pewglobal.org)
Culture as Macro-System

- *Blackberry Winter* (1972), Margaret Mead’s autobiography, tells how to unravel the intricacies of a new culture
- Four leaf clover metaphor
- Culture has form and pattern, structural inequalities and social class hierarchy.
- Dual perspective provides an alternative lens.

Cultural Values

- Make for cohesion and solidarity that help ensure the continuity of group life
- Behavior or belief can only be correctly evaluated in the light of its meaning to the people who practice it—rarely spelled out
- Western versus Eastern cultural values
U.S. Cultural Continuum

- Work vs. leisure
- Equal opportunity vs. equality
- Mobility vs. stability
- Competition vs. cooperation
- Individualism vs. collectivism
- Independence vs. interconnectedness
- Materialism vs. Spirituality
- Nuclear family vs. extended family
- Moralism vs. compassion
Work vs. Leisure

- America values a strong work ethic
- Max Weber, *The Protestant Ethic and the Spirit of Capitalism*
- Martin Luther, John Calvin
- United States work 2,000 hours average per year, Germany 1,444 and France 1,545
- Leisure time: U.S. 10 days, Japanese 18, Chinese 15, British and Australian 25, German and Spanish 30.
- Korean work ethic – high suicide rate
Equal Opportunity vs. Equality

- In U.S., stress on opportunity- counterpart of inequality
- Road to upward mobility is to “play by the rules”
- Early education a key factor in success
- Some achieve enormous success – others fail miserably.
  - *The Other America*, Michael Harrington (1962)
- Equality – means sharing the wealth between the haves and the have-nots.
- U.S. system of equality--mass education, informal language and dress, absence of aristocracy or titles.
- Admiration of a “self made man”, ideology of “rags to riches”
- U.S.-- richest 1% own 1/3 of nation’s wealth. Bottom 80% have just 16 %. About 31% of black households have zero wealth.
- *Institutionally* based vs *residually* based (safety net) society.
- Means-tested programs become stigmatized programs.
- Scandinavian value of equality
Mobility vs. Stability

- American ideology promotes a belief in progress – up the corporate ladder.
- deTocqueville (1835) -- saw a nation in constant motion, every change seeming an improvement.
- Americans as seen by foreigners -- “brash and risk-takers”
- In recession less mobility; more families doubling up; unemployed youths living at home.
Competition vs. cooperation

- Americans taught from childhood to compete.
- Pupil competition as spur to learn and to perpetuate the beliefs of market economy.
- Arabic principal: “taarradhin” means “I win, you win”
- Chinese – no equivalent word for personality. The concept of self is virtually unknown in most Asian cultures.
- Norway and other Scandinavian countries – egalitarianism, horizontally oriented. “Samarbeid” in Norwegian literally meaning “to work together,” permeates every aspect of their culture.
- U.S. – vertically oriented.
Individualism vs. collectivism

- Individualism—one of the most sacred American philosophies.
- Post WWII era favored strong government intervention.
- African American values on the collectivist end of the scale
- Progressive periods in the U.S. compared to today’s conservative times
- Collectivism as the norm in Norway and Japan
Independence vs. interconnectedness

- Independence closely relates to individualism in the United States.
- Codependency as a major flaw
- U.S. leads or “goes it alone” globally
- Interconnectedness and indigenous culture
- First Nations Peoples in North America—role of elders in the community
Materialism vs. spirituality

- Materialism—consider marketing and consumer spending
- Alternative value of spirituality
- *Salvation: Black People and Love* by bell hooks (2001) tells of obsession with material gain that has affected the black family.
- Strong religious character in America, noted in various studies comparing U.S. and European attitudes.
- U.S. Gallup poll survey – 85% said religion important, 2/3 reported membership, 1/3 attend weekly services.
Nuclear Family vs. Extended Family

- Geographical mobility breaks up extended ties.
- Kinship arrangements very different in the non-industrialized world.
- Various cultural aspects—description of Mexican attitudes
Moralism vs. Compassion

- Moralism is the tendency to be judgmental about affairs and events.
- International comparisons on several issues: [www.worldvaluessurvey.org](http://www.worldvaluessurvey.org).
- British view—strange in America that gun control, stem cell research, seen as moral issues.
- Retribution rather than rehabilitation – shown in highest imprisonment rates in the world in the U.S.
Rural Cultural Values

- *What’s the matter with Kansas? How Conservatives Won the Heart of America*, Thomas Frank (2004)—explains how rural people were tricked into voting on moral rather than economic grounds by Republicans

- Boxed reading “Appalachia: A Study in Contrasts”
  - study in cultural trauma
  - Effects of attitude of defeatism and also resilience of mountain people shown in PBS series, *Country Boys*

- Highlander Research and Education Center—home of activism in the South [www.highlandercenter.org](http://www.highlandercenter.org)

- “Stress Pushes Rural Iowans to Brink” headline in *The Des Moines Register*
Chapter 6
Community and Community Development

- Theme of this chapter--Is the sense of community alive or dead? This chapter looks at arguments pro and con

- Community – defined in the Social Work Dictionary as “a group of individuals or families that share certain values, services, institutions, interests, or geographic proximity”

- Really two types of community—
  - as a sense of oneness and shared identity
  - referring to location or place

- Maslow – importance of belongingness, 3rd level in his hierarchy of needs.
Durkheim (1897) coined the term *anomie* or normlessness. He predicted and showed that industrialized nations would have a higher suicide rate than non-industrialized nations. This relationship holds true today.

Bowling Alone, Robert Putnam (2001), used team bowling as a metaphor for community togetherness.

*Interpersonal divide: The Search for Community in a Technological Age*—title of a recent book that argues the global village has been replaced by a global shopping mall.

Modern technology has transformed the way people relate to each other—radio, television, cell phones, Internet.
The Impact of Globalization on Community

- Globalization is defined by the International Federation of Social Worker (IFSW, 2005), as “the process by which all peoples and communities come to experience an increasingly common economic, social, and cultural environment” [www.ifsw.org](http://www.ifsw.org).

- Threats to community through the world banking requirements imposed on poor nations – South Africa, Latin American nations forced to make “structural adjustments”.

- War and violence related to conquest and greed—and divisiveness of ethnic groups.
The Corporation and Community

- *The Corporation: The Pathological Pursuit of Profit and Power* by Bakan (2004), records the history of the corporation as originally set up to provide a public service.

- Corporation exists for profit, not the common good.

- Tax structure favors big business and building construction.

- Three key terms: privatization, intensified productivity levels, and the technological revolution.

- Shops, restaurants, and stores less likely to be family owned, but corporate – Wal-Mart and Target.
Since 1970, the US population has increased 37%, but the distance traveled by the nation’s fleet of personal automobiles and motorcycles increased 143%.

From 1982 to 2000, the annual hours of highway traffic delay per person in urban areas increased from 16 hours to 62 hours per year.

The effects to communities of loss of mass transportation > reliance on automobile > in 1950s move to the suburbs

Consolidation of public schools > busing

Absence of sidewalks in suburbs > impact on sense of community
Trends in Education

- School districts sought lower land costs, closing small rural schools
- Impact of the mega school
  - Busing now necessary
  - Increased rates of obesity
  - Larger classrooms, less individual attention to students
  - School consolidation to save money
- Small school advantages—intimacy, lower drug use rates, trust, lower dropout rates, children can stay after school, more chances for children to excel in sports, theatre, etc.
- Small school grants from the Bill and Melinda Gates Foundation
- Appalachian schools – central to community and pride, school plays bring the community together
Arguments that the Community Is Alive and Well

The Virtual Community

- Influence of google, email, facebook, and other technology in communication globally
- Reunions due to facebook
- (mass organizing such as at www.MoveOn.org for an example in the election; also street demonstrations for environmental protests)
Bonding in rural communities emerges from togetherness and mutual need.

Tonnies (1887), divided rural and urban areas into ideal types:
- *Gemeinshaft*: shared experiences, traditions and sense of mutual responsibility and
- *Gesellschaft*: exchange of goods, money or services – urban communities.

U.S. Census Bureau—just under 20% of the population is rural. 80% of farmland in Iowa is owned by people who live in the state.

However, problems from industrial competition leading to factory outsourcing and small farm economic devastation.
Strengths of Racial and Ethnic Communities

- Each ethnic community is a system with a character of its own.
- Outsiders accuse minority groups of being unfriendly or “always hanging around together.”
- African heritage, traditions, customs and values unite African American families, communities and organizations. Strong church and family mutual interrelatedness.
- Native Americans, strong family bonds, Medicine Wheel, placing good of the group above individual
- Japanese society “sekentei” means society and reputation. Constant concern about others’ evaluations of one’s behavior.
- Latin American subgroups – Mexican, Puerto Ricans, Cubans often live in the same neighborhoods and community bonds are strong.
Postville, Iowa

- A community of German American farmers when a Kosher meatpacking plant moved in
- Hassidic Jews recruited Guatemalan and Mexican workers, many undocumented
- Mass immigrant raid broke up families; almost 400 arrested and deported
- Plant owner in prison; plant under new management
Pride in the Gay/Lesbian Community

- June is the unofficial month for gay pride.
- Rainbow-colored symbols symbolize diversity and bonding.

The Deaf Community

- Members of the deaf community define deafness as a cultural rather than an audiological phenomenon.
- Common language, shared experiences.
- Refer to earlier boxed reading on growing up deaf in chapter 4.
Religious Communities

- More Americans will attend a church service each week than all the Americans who attend sporting events over the entire year, Rick Warren (2002).
- Have both positive and negative aspects
- Provide strengths—faith and meaning, community, and a shared value system
- Provide help for members of the church and community outreach to the poor.
Building Community Bonds

- Social action directed at the source of a problem – grass-roots activity:
  - Black Hawk County, Iowa. 13 women never gave up the fight against poor management of local women’s shelter. Set up alternative service-- Seeds of Hope outreach, which was awarded the entire annual grant of $200,000.
  - Policy reform at the Iowa state level- African American community and state legislatures restored voting rights to over 50,000 disenfranchised persons convicted of a felony upon completion of their terms.
  - Tupelo, Mississippi – *communitarianism*. Grew to become an internationally recognized magnet for industrial investment.
Sustainable Community

- Greensburg, Kansas—after tornado to be greenest town in America
- Sustainability—open, health preserving, need for green space,
- Public transportation
Restorative Justice as Community Justice

- Standard criminal justice process can exacerbate community divisions.
- Restorative justice rooted in indigenous rituals and Mennonite philosophy
- Works in conjunction with established correctional institutions from the standpoint of the victim of the crime.
- Major goal is to repair the harm done to the victim and the community, make the wrongdoer accountable to the victim and the community
- Types most relevant to community bonding
  - Victim-offender conferencing
  - Community reparations
- Boxed Reading: “Restorative Justice: A Model of Healing”—relates restorative justice to social work values
Practice Implications

- Social workers play a key role in their local communities
  - advocate for social service programs
  - engage as community members in working toward social economic development and political lobbying for social justice
- Need to understand the community as an ecosystem
- Boxed reading, “Community Development in Moldova” by young social worker in the peace corps describes her work as advocate, initiator, and broker
Organization – structure, hierarchy, channels of communication, a working environment
Organizational culture – “shared norms, beliefs, values, symbols, and rituals” that guide the social behavior
Organizational Climate

- Students having difficulty reconciling theory and the realities of practice
- Positive climate
  - Openness and camaraderie
  - Democratic decision making
  - Shared sense of mission
- Negative atmosphere
  - Climate of competition and jealousy among workers
  - Climate of almost religious loyalty to organizational principles
  - Conflict at upper levels
  - Hierarchy built on favoritism
Adopting a Critical Perspective

- Question all forms of oppression in organization.
- Consider what makes organization sustainable—treatment of the worker, need for external financial support
- Draw on our social work imaginations.
- Historical overview: Max Weber on bureaucracy
  - Specified qualifications of workers
  - Detached impersonal approach
  - Formal written communication
  - Rewards in salary, pensions, seniority
Leadership in Organizational Settings

- New developments in leadership theory-focus on meeting spiritual needs
- In interest of social justice, flexibility of leader to perform many tasks
- Traditional leadership theories:
  - Trait theory – *great man* or *great person*
  - Positional theory – Leaders are not born, but created by virtue of the positions they hold.
  - Situational theory – Leadership is a function of the leader’s behavior in relationship to the behaviors of the followers.
  - Style theory – various styles that characterize certain leaders. Authoritarian, laissez-faire, democratic.
Leadership Styles

- **Theory X** - assumes people don’t like to work and need to be coerced, directed and threatened.

- **Theory Y** - assumes people want responsibility and are willing to learn Democratic Leadership – based on a paradigm of mutuality and interrelationships

- **Theory Z** - focuses on how to apply humanistic and collectivist management philosophies such as used in Japan
Democratic Leadership

- Democratic leader—atmosphere of empowerment
  Determines *how* the members will go about the process of thinking and deciding, not *what* the member will think or decide.

- Hartmann—threats to U.S. democracy
  - Influence of military industrial complex
  - Lobbyists influence
  - Trillion dollar war budget

- John McCain for campaign finance reform
The Classic Bureaucratic Model

- Mid 19th century – heavy industry and manufacturing in full swing. Belief in and reliance upon mechanical systems.

- Bureaucracy--very hierarchical – like a pyramid. Boss, middle management and workers at the bottom.

- Principles of scientific management were adopted in early 20th century, new stress on efficiency, productivity

- Merit pay criticized by feminists, reinforces competitive norms
Human Relations Model

- Great Depression—early 1930s, affected rich and poor alike.
- Human relations model—a reaction against scientific management, stress on human relations in work
- *The Hawthorne effect*—at the Western Electric Company, found organizations function best when managers pay positive attention to workers and honor the interests of the informal networks.
- Organizations began to be open systems, adaptable, growing, and evolving.
General Systems Models

- 1960s and ‘70’s-- new technologies and growth
- General systems theories used to construct models and conduct research on complex organizations and its interaction with the environment.
- *Contingency School* – organizations are in constant movement and contingent on a number of factors such as structure, leadership. No best way to run an organization.
- Characteristics of contingent systems: importation of energy, throughput (producing products), output, systems as cycles of events, entropy, information input, steady state and homeostasis, differentiation, and equifinality.
Non-Hierarchical or Consensual Models

- Control rests with the members-employee-owners.
- Primary goal to prevent or minimize alienation of workers by the larger, complex, hierarchical organizations
- Characteristics:
  - decisions made after discussion by members
  - minimal rules
  - personal rather than formal relationships among members
  - leadership based on election, with rotations of leadership
  - non financial reward for leadership roles, and no winners or losers in decision making.
Non-Hierarchal Organizations--Japan

- *Japanese organization* – value cooperation and collective decision making
- Differences between formal organization in Japan and the U.S.:
  - Hiring and advancement
  - Lifetime security
  - Holistic involvement
  - Broad-based training
  - Collective decision making
The Corporation

- Corporate influence ties in with government policy.
- 2003 Canadian documentary, *The Corporation*, charts the development of the corporation as a legal entity.
- The corporate media—advertisers exert pressure on media coverage of the news and criticisms of products.
- Boycott of *The Los Angeles Times* by General Motors.
- Media molds public opinion.
Corporation continued

- The corporate work model- downsizing, outsourcing, wage flexibility, cost-efficiency, accountability, productivity.

  - Employs 1.4 million people
  - Rallies by workers cheer the company
  - High pressured work

- *The McDonaldization of Society,* by Ritzer shows how standardization of the product and interchangeability of workers is the modern way.
Impact of the Market Economy on Social Work

- Privatization – subcontracting out of services as cost-cutting measures
- Intensified productivity – maximum worker output is measured in terms of speed and profitability with the fewest number of workers
- Less time for clients, more time on paperwork to prove accountability
- Technological revolution- accountants in India can check the income tax form for the IRS
- Human service operations – practitioners instructed to use computer technology not only to store data but to retrieve professional papers, medical and technical information and education
- Exploitation by managers - surveillance of workers, lack of trust
Classic View of Alienation

- Alienation is defined in various ways: as powerlessness, meaninglessness, normlessness, isolation and self estrangement.
- Marx said alienation changes a society as the society industrializes
- Durkhem believed it was the result of isolation in a disintegrating society.
- Material sources—workers seldom own their own tools or control working conditions
- Creation of new markets—the nature of capitalism
Organizations that Empower

- Boxed reading by prison social worker-teacher tells how she helped her students become empowered in their learning experience in a disempowering setting—the prison.
- Attention is paid to staff development and education.
- Must look beyond the status quo to alternative models.
- Change efforts start with data gathering, supporters and presentation of a proposal for change at a staff meeting.
- Strengths-based assessment of the agency.
- Advice for change agents: introduce ideas one at a time, be flexible, open to suggestions and do not invest too much power in one individual.
- Social worker might feel alienated when goals of organization conflict with social work values; clients do not come first; pressures external to the agency hinder creativity.
Chapter 8
Human Behavior and the Natural Environment: The Community of the Earth

Chapter is concerned with the bio part of the bio-psycho-social-spiritual study of human behavior.

Biology of this chapter is at the macro level, of relevance to macro social welfare and social work.

Key question: Are present policies sustainable?
Ecological Disaster and Decline: Global Challenges:


- Population:
  - Annual growth rate of 1.5 percent; world adds 85 to 100 million new people each year
  - Every three years more people are added than currently live in the entire United States. U.S. around 300 million.

- By 2025, over 3 billion people worldwide will be living in countries with depleted water resources, cropland, forests, and biodiversity.
Sustainability

- Mosher (2009) defines sustainability as “building and maintaining institutions, communities, economies, and societies that can coexist in harmony with the natural world and each other far into the future”

- Concept sustainability teaches there are limits to earth’s resources

- Four forms: cultural, ecological, economic, political

- Respect for human and non-human life and the natural environment
Sustainability continued

- NASW stresses importance of environmental justice
- Need for sustainable population growth to preserve resources
- Global warming linked to problems of overpopulation, loss of arable land, will shrink freshwater life and other resources
The Loss of Biodiversity

- Prince Charles’s article: economy depends on preserving nature
- *Biodiversity*: the variability among living organisms that maintains the health of living things on the earth
- *Silent Spring*, Rachel Carson (1962) documented chemical pollution
- Land Institute's prairie in Salina, Kansas—goal to restore natural ecosystem, plants, insects, and animals in balance, restore biodiversity to the earth
  [www.LandInstitute.org](http://www.LandInstitute.org)
- Millennium Ecosystem Assessment (2005), funded in part by UN, showed humans have radically altered our ecosystems
  - Contamination of water from fertilizer pollution
  - 20% of coral reefs were lost in last 20 years
- Human societies can ease the strain on nature through changes in consumption patterns, education, technologies, reduction in fertilizers and pesticides, and higher prices placed on industry and agriculture for exploiting practices.
War and the Environment

- Invasion of Panama in 1989—uprooted people turned to the land
- Gulf War—
  - Millions of barrels of oil dumped into the sea
  - Depleted uranium used to destroy tanks—probable cause of Gulf War syndrome
- Afghanistan—landmines threaten humans
- Palestine—water system affected by toxic weapons
- Depleted uranium tipped warheads used against Iraq
- National Gulf War Resource Center [www.ngwrc.org](http://www.ngwrc.org)
- The Sierra Club [www.sierraclub.org](http://www.sierraclub.org)
Environmental Racism

- Women, people of color, children, and the poor disproportionately affected by pollution
- Indian Reservations – toxic dump cites
- Louisiana's “Cancer Alley”—in poor black neighborhoods
- Title 6 Civil Rights Act guarantees equal protection under the law
- Anniston, Alabama--Monsanto law suit settled $42.8 million (Environmental Justice Resource Center, 2001) cancer causing PCBs polluted waterways and fish that low income, predominantly black citizens ate.
- Box by social worker permanently injured by pesticide spray
Monsanto

- Facts presented in film, *Food, Inc.* and news reports
- Monsanto criticized for production of genetically altered crops that are engineered to produce their own insecticides
- Monsanto has monopoly on both the seeds and herbicides
- The chemicals are dangerous to human and nonhuman life
- Side effect of developing resistance in the insects they are designed to target
Consumerism

- *Buy and Be Happy*—The American Dream
- global capitalism—creates desire for products for which there is no need; natural things turned into commodities
- materialism and consumer-driven economy
- Material accumulation detracts from personal well-being
- Over-consumption
  - a threat to the physical, emotional, and social health of humans
  - is the single largest danger to the earth’s ecosystems.
- The U.S. consumes 25% of the world’s energy while constituting only 5% of the world’s population.
- Industrial countries comprise only ¼ of the world's population while consuming 40-86% of the earth’s various natural resources.
Global Warming

- Shift in public consciousness concerning natural disasters and the genuine threat to their safety and personal security and the link to global warming.
- Documentation provided in Al Gore’s film, “An Inconvenient Truth”
- Carbon dioxide filling our atmosphere-- the greenhouse effect.
- Effect of climate change on food production, human health, immigration patterns and climate related problems.
- The International Panel on Climate Change predicts the average global temperature will increase from 2 to 10 degrees F over the next 100 yrs.
- Rapid acceleration in the rise of sea levels. At the current rate, levels could rise as much as 20 feet within the next 100 years swamping low lying estuarial areas around the world.
- Recently another 10,000-year old ice shelf on the Antarctic Peninsula melted in just 3 weeks (Environmental News Service, 2005).
Conventional Ideas of Community and Environment in Social Work

- The Progressive Era – late 19th century shaped the identity and purposes of the emerging profession of social work. Shift in public thinking away from blaming the individual for poverty to seeking out the structural causes.
- Belief in the environment as a force shaping human development, but attention exclusively to social not natural environment.
- John Muir (1838-1914), wrote of nature consciousness – stressed the deeper aspects of nature.
- Gifford Pinchot, in contrast, considered only the practical side of conservation of natural resources for use by future generations. Dominance of the modernist viewpoint of Pinchot.
The Social Work Profession Emerges

- Evolution of two organizational movements:
  - **Charity Organization Societies** --
    - Effort to coordinate relief on a community-wide basis
    - Friendly visitors investigated worthy poor.
    - The poor were seen to be morally responsible for their own circumstances.
    - Mary Richmond associated with this approach
  - **Settlement Houses** –
    - Established in immigrant neighborhoods
    - Educated women moved into these areas to live among the people in need of help.
    - City environment was the locus of change – not the individual.
    - Jane Addams associated with this approach.
Views of Person and Environment

- World War I – culture shift, war fever, faith in capitalism and science. Nature to be controlled.
- Social work driven to professionalize, renewed interest in science, took the first steps towards an individual-oriented, therapeutic model of practice.
- Conventional Ideas: 1960-1980 multiple historic markers—racial and social upheaval
- Systems and ecological approaches in social work; still little attention to natural realm
Influence of Carol Germain and Alex Gitterman (1976, 1980) -- problems a result of stress due to and inadequate fit between people and their environments.

Person in environment: social work still maintained the status quo view
Alternative Perspectives on Person and Environment

- Deep ecology – term coined by Arne Naess of Norway

  - *Deep ecology*
    - Includes all human and non-human beings, processes, things and systems in the total planetary ecology
    - Emphasizes understanding of systems in a holistic way
    - Concerned with equality and eco-justice in humanities relationship with nature

- In contrast, *shallow ecology*
  - Concerned with ecological problems only because of their impact on humans
  - Emphasis on privileged classes and societies

- Human beings are not the prime center of importance in the universe.

- Humans aren’t *in* the environment, but *with* the environment. Notion of *an ecological self.*
… Deep Ecology

- Deep questioning can lead to a shift of consciousness.
- We can know other beings through deep empathy.
- Deep ecology is about unity with other people and with the earth itself.
- Gives human/nature relationship central importance.
- Implications for social work—need to address problems that arise from destructive interference with nature.
Norway and Deep Ecology

- Boxed reading: “Insights on Deep Ecology from Norway” by Fred Besthorn
  - Norway ranked number one in human development
  - Landscape of deep fjords and high mountains
  - Natural environment as a spiritual sanctuary
  - Belief in land as open to all; public can roam freely on open countryside
  - Skiing, biking, walking for all; nonmotorized recreation
  - Note from van Wormer who experienced this sense of nature in living and working in Norway
Alternative Perspectives on Person and Environment

- **Ecofeminism** (Francoise d’Eaubonne, 1994)
  - Illustrates the potential of women for bringing about an ecological revolution to guarantee human survival.
  - Rejects dominance, competition, materialism and techno-scientific exploitation and competitive aspects of social systems.

- Major conceptual themes:
  - Image of nurturing mother caring for her children
  - Relationships and all forms of social domination are feminist concerns
  - Interconnectedness of everything.
  - Ecofeminism rejects the reductionist tendencies and emphasizes the organic wholeness of the universe.
A New Ecological Model for Social Work

- Social work must return to its progressive activist roots, to:
  - political action, policy formation and attention to global issues
  - practice the value of material equality
  - advocate for an alternative vision of the good life
  - criticize modern economic theory
  - confront the illusion of consumer happiness
  - We recommend a reorientation of social work perspective from being in environment (social) to being in nature (as a totality).

- Educational setting should operate in environmentally sound manner and encourage social activism to confront oppression.

- In short, this book offers a new vision of community, return to joy in the simpler life, pleasure in nature, conversations, spiritual rituals, neighborhood gatherings, family outings, artistic pursuits, music, dance, literature, and experiencing nature.
This chapter is concerned with spirituality and religion – both may be a search for the sacred. Models of spiritual growth across the life span are explored as is the social work interest in spiritual and religious expression.
American Religious Identification Survey

- Survey shows 1 in 5 identify as nones—non-believers
- Decline in mainline church attendance
- 34% identify as born again Christians
- 70% believe in God
- Most “nones” among Irish Americans, Asian Americans, and Jews
Laura Praglin, social work scholar (2004), delineated four typical ways the social work has responded to the concepts of religion and spirituality:

1) resistance or avoidance of a dialogue on the subject;
2) an overly generalized acceptance of the spiritual nature of practice, minimizing conflict;
3) a radical separation of the terms spirituality and religion for ideological reasons; has led to feeling of rejection by evangelical Christians;
4) a sincere interdisciplinary engagement of the two constructs.

Holistic Model – views spirituality as one aspect of what it means to be human; as providing a sense of wholeness.

Boxed reading, “Earth as Source of Spirit” (Michael Sheridan)—healing powers of the earth shown in case studies of social work with male inmates, urban adolescents, and women in substance abuse treatment. Their images of nature made them feel peaceful and connected.
Kwanzaa

- Based on African celebration of the harvest
- Kwanzaa means “first fruits”
- Ritual that includes singing hymns about the harvest celebrated in America around Christmas time
- Celebration of African heritage
- Principles of unity, collective work, purpose, self-determination, creativity, and faith
Social Work’s Early Religious Heritage

- Mainstream Protestantism
- Pre-Civil War period—Protestantism, the dominant religious force, brought unity, but poverty viewed in terms of personal flaws
- Post-Civil War—tendency toward disunity, anti-Catholicism
- Mainstream Protestantism failed to meet the challenges of the industrial revolution.
The Social Gospel Movement

- The Social Gospel—new form of Protestant Christianity—liberal Protestantism’s response to the unregulated capitalism and the environmental circumstances of human misery.
- Institutional churches or religious settlements—it was the environment, not the individual that formed the locus of change.
- Reform oriented—focus on living as Jesus lived rather than on doctrine
- Cross-fertilization of ideas with social work
Protestant Fundamentalism

- Responsible for the following institutions:
  - The YMCA, private philanthropic agencies, denominational hospitals, city missions, the temperance movement, the Salvation Army
  - Anecdotal claims that social work faculty have an anti-evangelical bias and discriminate—claim is exaggerated

- Striking characteristic of modern fundamentalists is the involvement in politics

- Younger evangelicals are especially concerned about environmental sustainability.
Theoretical Perspectives on Spirituality

- These perspectives provide social workers with a general framework for how people understand and incorporate constructs into their lives.

- Gordon Allport – Model of Religious Sentiments (1950)—one’s religiosity was very different from that which was experience in childhood. Three stages:
  1) *raw credulity*—young to middle childhood children believe what they’re told.
  2) *satisfying rationalism*—adolescence when teens start to question beliefs from childhood
  3) *religious maturity*—adult religious development characterized by ability to have religion while also being able to critically reflect and question
Fowler’s Model of Spiritual Development

- James Fowler (1981) influenced by Erikson, Piaget and Kohlberg. Relied on intensive interview with subjects aged 3-84. His six stages:
  - (pre-stage period) primal faith
  - 1- intuitive-projective faith – children – symbols, dreams and imagination.
  - 3 - synthetic-conventional faith – adolescent – self-reflective. God seen with personal qualities of love, acceptance and understanding.
  - 4 - individuative-reflective faith- transition from late adolescence to responsibility for one’s own beliefs and lifestyle.
  - 5 - conjunctive faith- mid-life, recognize God is both personal and abstract. Either/or debates become both/and resolutions.
  - 6 – universalizing faith – pinnacle of faith development, deep recognition of the oneness of all experiences and phenomenon. Only 3 out of every 1,000 people reach this stage. Mahatma Gandhi, Martin Luther King Jr., Mother Teresa.
Wilber’s Model of Consciousness

- Ken Wilber (1980) *full-spectrum model of consciousness*—a complex system that focuses on both individual and collective aspects.
- Influenced by psychoanalytical theory
- View of the separateness of things as an illusion and not a reality
- Insight can occur by virtue of an evolutionary ascent to a higher stage of consciousness that integrates all the previous stages and represents a *transpersonal* level of awareness.
- Holon – composed of whole/parts
- 10 basic stages of psycho-spiritual development occur in three general phases of development:
  - Stages 0-3 *prepersonal* or *preegoic phase*.
  - Stages 4-6 *personal* or *egoic phase*.
  - Stages 7-9 *transpersonal* or *trans-egoic phase*.
- Achievement of strong ego development and self-actualization is not the highest goal but rather the “spirit” level—beyond ego or self to self-transcendence and unity with the ultimate reality.
Concluding Remarks

- No perfect theoretical models of religious and/or spiritual development.
- Inherently biased toward Western belief systems
- Challenge to social work is to rediscover linkages among spirituality and religion, and social work theory and practice

Conclusion to the book—we have come full circle, from study of human behavior in the group, family, culture, community, organizations to ever higher levels of abstraction—the natural environment and spiritual realms. Image of holon to show that each part is both a whole and a part of another whole.