

**Brigham Young University**  
**COMMUNITY ORGANIZATION**  
**Social Work 462**

Winter 2009  
Office: 2164 JFSB  
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Office Hours: MTWTH 8:00-10:00

Other times by appointment

INSTRUCTOR:

Mike Seipel, Ph.D.

COURSE DESCRIPTION:

This is a part three of social work practice methods course. The content of this course is built upon two previous practice courses and their problem-solving framework. However, unlike two previous methods courses, the content of this course is designed to examine various aspects of community organization as it relates to generalist social work practice.

This course will introduce students to the theoretical understanding as well as empirical and philosophical approaches to social work practice in community setting. Students will analyze the structure and functions of the community through systems theory, ecological theory, and other relevant theories and models. Equally, a substantial emphasis will be placed on the functions and roles of social workers in the community setting.

COURSE OBJECTIVES:

Knowledge

1. To gain an awareness of community organization as a social work skill.
2. Develop understanding of the contexts in which community organization is practiced and of the typical issues that arise in each of these.
3. To identify and apply community organization principles to community planning and working with minorities and other vulnerable populations, (e.g. race, culture, class, gender, sexual orientation, religion, physical or mental abilities).
4. To show how our society evolved into a community of diversity.

### Skills

1. Develop skills in research, program planning, and design.
2. To develop awareness of the need to expand and be innovative in generalist social work philosophy, methods, and skills with community organization practice.

### Values

1. To develop an understanding of the importance and the value of learning from one another.
2. To develop ideals, values, and attitudes that is compatible with the social work values and ethical system.
3. To examine the principles of fairness, justice, and equity in community work.

### COURSE REQUIREMENTS:

Your participation in this course work is evaluated according to the following criteria:

1. Regular class attendance and active participation in discussions, group activities and exercises are expected of all students. Superior students are always in attendance and make meaningful contributions through discussions, comments, and inquiries. Excessive absences and tardiness (also leaving early) will affect student's overall grades. A half grade will be deducted after two absences. All students are expected to observe proper classroom decorum. Disrupted behaviors, talking to neighbors, using cell phones, during the class etc..., are considered inappropriate, and they will affect your overall grade.
2. Completion of all the required readings.
3. (100 pts.) Program/policy paper (about 17-20 pages). Show how some of the programs/policies that are in place today have become resources for strengthening individuals, families, and communities. Choose one from the following list: Americans with Disability Act (ADA); Family and Medical Leave Act (FMLA); Earned Income Tax Credit (EITC); Minimum Wage; Children's Health Insurance Program (CHIP); Food Stamp; Women, Infant, and Children (WIC); Head Start; Job Corp; Community Mental Health Center Act; Indian Child Welfare Act; Title 9 of Higher Education Act; Title 1 School; Mainstream (PL 94-142); Medicare; Medicare.

Write your paper by covering the followings issues.

1. Description of the program/policy

- a. Introduction/background
  - b. Objectives
  - c. Underlying values
  - d. Targeted population
  - e. Influence of other related policies and programs
2. Proponents and their allies
    - a. Legislative sponsor(s): Strategies, tactics, reasoning, and arguments used to promote the adoption of the policy/program (what did they say, what did they do? etc..).
    - b. Allie groups: Strategies, tactics, reasoning, and arguments used to promote the adoption of the policy/program (what did they say, what did they do? etc..).
  3. Reaction of opponents and their allies
    - a. Legislative opponents: Strategies, tactics, reasoning, and arguments used by opponents to defeat the proposed policy/program
    - b. Allie group opponents: Strategies, tactics, reasoning, and arguments used by opponents to defeat the proposed policy/program.
  4. How did the policy/program eventually got adopted (describe the dynamics, interactions, process took place among the opposing participants etc.).
  5. Conclusion: Strengths and weaknesses of the policy/program.

Your manuscript should be double spaced and 1inch margin all the way around. Follow APA writing style and you must submit a hard copy of your paper to me. Your paper should reflect evidence of quality research and thoughtful analysis. One way to demonstrate that is by showing strong and accurate references and documentations.

4. (50 pts.) A midterm exam. This will cover lectures, readings, and class activities. Examination will be made up of short essay questions, and it will be taken with a blue book.
5. (100 pts.) Final Exam: Comprehensive. This will cover all the lectures, readings, and class activities. Examination will be made up of short essay questions, and it will be taken with a blue book.
6. Participation in the community: citizen's day at the Capitol, welfare conferences, rallies, local advocacy groups, etc.
7. All late work will be penalized by 10% per day. Work turned in after the class period is considered late. "Make-up exams" are not allowed, however, I am willing to review extenuating circumstances on the individual basis.
8. Grading:

95-100 %	A	65-69	C
90-94	A-	60-64	C-
85-89	B+	55-59	D+
80-84	B	50-54	D
75-79	B-	45-49	D-
70-74	C+	Below	E

9. If you have any individual concerns, problems, or seek special considerations, please do not bring them up in the class. These are to be brought up either after class or during the consultation hours.
10. While all students sign the honor code, there are still specific skills most students need to master over time in order to correctly cite sources, especially in this new age of the internet; as well as deal with the stress and strain of college life without resorting to cheating. Please know that s your professor I will notice instances of cheating on exams or plagiarizing on papers. See <http://www.byu.edu/honorcode> for specific examples of intentional and inadvertent plagiarism, fabrication, and falsification.
11. Title IX of the Education Amendments of 1972 prohibits sex discrimination against any participant in an educational program or activity that receives federal funds. The act is intended to eliminate sex discrimination in education. Title IX covers discrimination in programs, admissions, activities, and student-to-student sexual harassment. BYU's policy against sexual harassment extends not only to employees of the university but to students as well. If you encounter unlawful sexual harassment or gender based discrimination, please talk to your professor, contact the Equal Employment Office at 422-5895 or contact the Honor code Office at 422-2847.
12. Brigham Young University is committed to providing a working and learning atmosphere which reasonably accommodates qualified persons with disabilities. If you have an disability which may impair your ability to complete this course successfully, please contact the Services for Students with Disabilities Office (1520 WSC). Reasonable academic accommodations are reviewed for all students who have qualified documented disabilities. Services are coordinated with the student and instructor by the SSD office. If you need assistance or if you feel you have been unlawfully discriminated against on the basis of disability, you may seek resolution through established grievance policy and procedures. You should contact the Equal Employment Office at 422-5895, D-282 ASB.

REQUIRED TEXTS: None

COURSE CONTENT:

References with (\*) are required readings. All required readings are found in the electronic reserve.

**Jan. 5 INTRODUCTION AND OVERVIEW OF CO  
COMMUNITY ORGANIZATION IN SYSTEMS PERSPECTIVE  
VALUES AND PHILOSOPHICAL BASE OF COMMUNITY ORGANIZATION**

\*Social Work Code of Ethics. NASW Press, 1999.

\*Haynes, Karen S. "The One Hundred-Year Debate: Social Reform versus Individual Treatment." Social Work 43 (6): 501-509, 1998.

\*Haynes, Dennis T. & White, Barbara W. "Will the Real Social Work Please Stand Up? A Call to Stand for Professional Unity." Social Work 44 (4): 385-391, 1999.

\*Johnson, Yvonne M. "Indirect Work: Social Worker's Uncelebrated Strength." Social Work 44(4): 323-334, 1999.

Hardina, Donna. "Values and Ethics." Analytical Skills for Community Organization Practice. Columbia University Press, 2002. Chapter 2.

Kirst-Ashman, Karen K., & Hull Jr. Graften H. "Introduction to Generalist Practice with Organizations and Communities." Generalist Practice with Organization and Community. United States: Brooks/Cole. 2006. Chapter 1.

Fauri, David P. et al. Cases in Macro Social Work Practice. Boston: Allyn & Bacon. 2000. (Book of CO case examples).

Long, Dennis D., & Holle, Marla C. "Macro System: Their Importance and Usefulness to Social Worker." Macro Systems in the Social Environment. Itasca, Ill.: F. E. Peacock. 1997. Chapter 1.

Brueggemann, William G. "Overview of the Practice of Macro Social Work." The Principles of Macro Social Work. United States: Brooks/Cole. 2002. Chapter 1.

Tropman, John E. et al. (eds.). Tactics and Techniques of Community Intervention. Itasca, Ill.: E. F. Peacock. 2001.

Meenagan, Thomas M., & Gibbons W. Eugene." The generalist model. Problem solving, and social change." Generalist practice in larger settings. Chicago: Lyceum. 2000, pp.7-22.

Fellin, Phillip "Community Competence and Systems Perspective." The Community and Social Worker. Itasca, Ill.: F.E. Peacock Pub., 2000. Chapter 4.

Netting, F. Ellen et al., "An Introduction to Macro Social Work Practice." Social Work Macro Practice. New York: Longman, 1998. Chapter 1.

Holman, Mark S. "Knowing Your Community." Promoting Community Change. Pacific Grove: Brooks/Cole, 1994. pp. 78-107.

**Jan. 12      HISTORICAL OVERVIEW OF COMMUNITY ORGANIZATION  
ANALYSIS OF COMMUNITY**

\*Hardina, Donna. "Understanding Community." Analytical Skills for Community Organization Practice. New York: Columbia University Press, 2002. Chapter 4.

Garvin, Charles and Fred Cox. "History of Community Organization Since Civil War with Special Reference to Oppressed Community." In Rothman et al.,(eds.), Strategies of Community Intervention (6th ed.). Itasca, Ill.: Peacock Publishers, 2001, chapter 2 (skim only).

Netting, F. Ellen, et. al. "Understanding Communities." Social Work Macro Practice. Boston: Allyn & Bacon, 2004. Chapter 4.

Brueggemann, William G. "Communities." Practice of Macro Social Work. US: Brooks/Cole, 2002. Chapter 5.

Warren, Roland. The Community in America. (3rd ed.) Chicago: Rand McNally, 1978, pp. 1-51.

Saleebeg, Dennis (ed.). The strengths Perspective in Social Work Practice (3<sup>rd</sup>. ed.). Boston: Allyn & Bacon. 2002.

Lee Judith A. B. The Empowering Approach to Social Work Practice. New York: Columbia University Press. 2001.

Kirst-Ashman, Karen., Hull Jr. Grafton H. " Understanding Neighborhood and Communities." Generalist Practice with Organizations and Community. Pacific Grove: Brooks & Cole. 2006. Chapter 8.

Loeb, Paul R. Soul of a Citizen. New York: St. Martin's Press. 2001.

Reisch, Michael., & Andrews, Janice. The Road not Taken: A History of Radical Social Work in the U.S. New York: Brunner-Routledge. 2001.

Fellin, Phillip "Understanding American Communities." in Cox et. al., (eds.). Strategies of Community Intervention,(5th ed.). Itasca, Ill.: Peacock Publishers, 1995, Chapter 4.

Dunham, Arthur. The New Community Organization. New York: Crowell Co., 1970, pp. 3-53.

**Jan. 19                      Martin Luther King Jr. Day: No Class**

**Jan. 26      METHODS OF COMMUNITY ORGANIZATION PRACTICE  
MODELS OF PRACTICE**

Rothman, Jack. "Three Models of Community Organization Practice: (Approaches to Community Intervention.)" In Rothman et al., eds., Strategies of Community Organization. (6th ed.) Itasca, Ill.: Peacock Publishers, 2001, chapter 1.

Hardina, Donna. "Practice Models." Analytical Skills for Community Organization Practice. New York: Columbia University Press, 2002. Chapter 4. (skim only)

Bruggemann, William G. "The Methods of Solving Social Problems." The Practice of Macro Social Work. US: Brooks/Cole, 2002. Chapter 3.

Figueira-DcDonough, Jsefina. Community Analysis and Praxis. New York: Brunner-Routledge. 2001.

Dunham, Arthur. "Methods of Community Organization." The New Community Intervention. New York: Crowell Co., 1970, pp. 275-90.

Hardcattle, David, et al. Community Practice. New York, NY: Oxford Press. 1997.

**Feb. 2      LOCALITY/COMMUNITY DEVELOPMENT  
Film: Holding ground: the Rebirth of Dudley Street**

\*McKnight, John L. "A Twenty-First Century map for Healthy Communities and Families:" Institute for Policy Research: Northwestern university. 1996.

Cnaan, Ram A., and Rothman, Jack. "Locality Development and the Building of Community." in Rothman et al. (eds.). Strategies of Community Intervention (6th ed.). Itasca: Ill.: Peacock Publisher, 2001. Chapter 13.

Bruggemann, William G. "Becoming a Community Developer." The Practice of Macro Social Work. US: Brooks/Cole, 2002. Chapter 7.

Naparstek, Arthur J. & Dooley, Dennis. "Community Building." In Encyclopedia of Social Work (19<sup>th</sup> Ed.) (77-89). Washington D.C.: NASW Press, 1995. (Skim).

Ewalt, Patricia L., Freeman, Edith M., & Poole, Dennis L (eds.). Community Building: Renewals, Well-being, and Shared Responsibility. Silver Springs, MD.: NASW. 1998.

Saegert, Susan., Thampson, J. Phillip, & Warren, Mark R. (eds.). Social Capital and Poor Communities. New York: Russell Sage Foundation. 2001.

Fellin, Phillip. The Community and Social Work. Itasca, Ill.: Peacock Publisher, 1995.

## Feb. 9 COMMUNITY PLANNING

\*Hayek, Friedrich. Not to Plan: Planning and Democracy. In Gilbert, Neil and Harry Specht, eds., Planning for Social Welfare. Englewood Cliffs: Prentice-Hall, 1977, pp. 25-34.

\*Wooten, Barbara. To Plan: Political Freedom. In Gilbert, Neil and Harry Specht, eds., Planning for Social Welfare. Englewood Cliffs: Prentice-Hall, 1977, pp. 35-43.

Rothman Jack and Zald, Mayer N. "Planning and Policy Practice" in Rothman et. al., eds. Strategies of Community Intervention (6th ed.). Itasca, Ill.: Peacock Pub., 2001, Chapter 17.

Hardina, Donna. "Planning Programs and Services." Analytical Skills for Community Organization Practice. New York: Columbia University Press, 2002. Chapter 11.

Checkoway, Barry. "Two Types of Planning in Neighborhood." in Rothman et. al., Strategy of Community Planning (5th ed.), Itasca, Ill.: Peacock Pub., 1995. Chapter 20.

Gilbert, Neil, and Harry Specht. "Who Plans?" In Cox et al., eds., Strategies of Community Organization. Itasca, Ill.: Peacock Publishers, 1980, pp. 337-53.

Feb. 16. **President's Day: No Class**

## Oct. 17 ORGANIZATION AND MANAGEMENT (Midterm Examination)

\*Netting, Ellen F. et. al. "Understanding and Analyzing Organizations." Social Work Macro Practice. Boston: Allyn & Bacon. Chapter 7.

\*Kettner, Peter M. "Developing a Theory for the Management." Achieving Excellence in the Management of Human Service Organizations. Boston: Allyn & Bacon, 2002. Chapter 2.

Kirst-Ashman, Karen K., & Hull Jr. Graften H. "Understanding Organizations." Generalist Practice with Organizations Communities. US: Brooks/Cole, 2006. Chapter 4. (Also Chapter 5: "Decision-making for Organizational Change.")

Patti, Rino, J. "Managing for Service Effectiveness in Social Welfare Organizations." in Rothman et. al. (eds.) Strategies of Community Intervention. Itasca, Ill.: Peacock Publishing. 1995. Chapter 25.

Weinbach, Robert W. Social Worker as Manager (2nd ed.). Boston: Allyn and Bacon, 1994.

Barzelay, Michael. Breaking Through Bureaucracy. Berkeley: University of California Press, 1992.

**Feb. 23      SOCIAL SERVICE DELIVERY SYSTEM**

\*Chamber, Donald C. "Analysis of Service-delivery Systems and Social Programs and Policy Design." Social Policy and Social Programs. Boston: Allyn & Bacon, 2005. Chapter 7. (skim only).

Burger, William R., & Youkeles, Merrill. Human Services in Contemporary America. United States: Thompson. 2004

Johnson, Louise C. et al. "The Contemporary Welfare System." Social Welfare: A Response to Human Need. Boston: Allyn & Bacon, 1997. Chapter 15.

Johnson, H. Wayne. "Basic Concepts." The Social Service. (4th ed.) Itasca: Ill.: F.E. Peacock, 1995, Chapter 2.

Hasenfeld, Yeheskel. "Analyzing Human Service Agency," in Cox et. Al. (eds). Tactics and Techniques of Community Practice (3rd ed.) Itasca, Ill.: F.E. Peacock, 1995, Chapter 2. (Skim)

Netting, Ellen F. et al., "Understanding a Community Human Service System." Social Work Macro Practice. Boston: Allyn & Bacon. Chapter 5.

Karger, Howard J. and Midgley James (eds.). "Issues in the Delivery of Social Services," Controversial Issues in Social Policy. Needham, MA: Allyn and Bacon, 1994. pp. 107-130.

Lipsky, Michael. Street Level Bureaucracy. New York: Russell Sage Foundation. 1983.

**Mar. 2      SOCIAL ACTION  
              CITIZEN PARTICIPATION  
              COMMUNITY STRUCTURE AND DECISION MAKING**

\*Brueggemann, William G. "Becoming Social Policy Advocate." The Practice of Macro Social Work. US: Brooks/Cole, 2002. Chapter 13 (read only 365-374). Also Chapter 14 "Becoming Active in Social Movement" (Skim only).

\*Hobbs, Laura. "Community Action: sidewalk improvement in Alpine." (A final paper for Community Organization 664). April, 2000.( Skim only)

\*Kirst-Ashman, Karen K., & Hull Jr., Graften H. "Advocacy and Social Action With Population At-risk." Generalist Practice with Organizations and Communities. US: Brooks/Cole, 2006. Chapter 11. (skim only)

Fisher, Robert. "Social Action Community Organization." in Rothman et al (ed.). Strategies of Community Intervention (6th ed.) Itasca, Ill.: Peacock Publishers, 2001, Chapter 21.

Loeb, Paul R. Soul of a Citizen. New York: St. Martin's Press. 2001.

Ezell, Mark. "Understanding Advocacy." Advocacy in Human Services. US: Brooks/Cole, 2001. Chapter 2.

Haynes, Karen s., & Mickelson, James S. "Influence Through Lobbying." Affecting Change: Social Workers in Political Arena. Boston: Allyn & Bacon, 2002. Chapter 7. Also Chapter 8 "Tools to Influence and Organize Others."

Conway, Margaret M. Political participation in the United States. Washington D.C.: Congressional Quarterly, 2000.

Flanigan, William H.; & Zingale, Nancy H. Political Behavior of the American Electorate (10<sup>th</sup> ed.). Washington, DC.: Congressional Quarterly. 2002.

Conway, M. Margaret. Political Participation in the United States (3<sup>rd</sup> ed.). Washington, DC.: CQ. 2000.

Cigler, Allen J., & Loomis, Burdette. (eds.). (2002). Interest Group Politics (6<sup>th</sup> Ed.). Washington, DC.: CQ Press. 2002.

Langton, Stewart, ed. Citizen Participation in America. Lexington: D.C. Heath and Co., 1978, pp. 1-12 and 13-24.

Burke, Edmond. "Citizen Participation: Characteristics and Strategies." In Kramer, Ralph and Harry Specht, eds., Readings in Community Organization Practice. (3rd ed.) Englewood Cliffs: Prentice-Hall, 1983, pp. 105-127.

Kotter, John and Paul Lawrence. Mayors in Action: Five Approaches to Urban Governance. New York: Wiley, 1974. (Read styles of mayor, skim only).

Berkowitz, Will. "How to build community life." Local heroes. Lexington, Mass.: D.C. Heath and Co., 1987. pp. 1-10 (read entire book).

Berny, Jeffrey M. The Rebirth of Urban Democracy. Washington, D.C.: Brookings Institution, 1993.

## **Mar. 9      COMMUNITY POWER STRUCTURE**

\*Hardina, Donna. "Power Analysis." Analytical Skills for Community Organization Practice. New York: Columbia University Press, 2002. Chapter 7.

\*Etzioni, Amitai. "Compliance as a Comparative Base," and "An Analytical Classification." Complex Organization. New York: Free Press. 1961.

Mann, Lawrence. "Studies in Community Decision Making." In Kramer, Ralph and Harry Specht, eds., Readings in Community Organization Practice. (2nd ed.) Englewood Cliffs: Prentice-Hall, 1975, pp. 39-52. (skim only).

Homan, Mark S. "Power." Promoting Community Change. Pacific Grove: Brooks/Cole, 1994. pp. 108-132.

Banfield, Edward and James Q. Wilson. Power Structure and Civil Leadership.

Domhoff, William G., Who Really Rules: New Haven and Community Power Reexamined, New Brunswick, N.J.: Transaction Book, 1978.

Hayes, Edward. Power Structure and Urban Policy. New York: McGraw-Hill, 1972, pp. 185-200 (skim chapters 4, 6, 7, and 8).

Dahl, Robert A. Who Governs. New Haven: Yale University Press, 1962.

Hunter, Floyd. Community Power Structure. Chapel Hill: University of North Carolina Press, 1953.

Mills, C. Wright. The Power Elite. New York: Oxford University Press, 1969.

Domhoff, G. William. Who Rules America? Englewood Cliffs: Prentice-Hall, 1967.

**Mar. 16 ORGANIZING FOR CHANGE: IDEOLOGIES, POLICIES AND PRACTICE**

**Film: Democratic promise: Saul Alinsky and his legacy**

\*Auluck-Wilson. "When All the Women Lift." Signs (summer), 1995, pp. 1029-1038.

Haggstrom, W. C., "The Tactics of Organization Building." In Cox et al (eds.). Strategies of Community Intervention. (6th ed.). Itasca, Ill.: Peacock Pub., 2001, Chapter 22.

Rubin, H., and Rubin, I. "Goals of Community Organizing." Community Organizing and Development (3<sup>rd</sup>. ed.). New York: MacMillan Pub., 2001, pp. 3-16. (skim only)

Schneider, Robert L., & Lester, Lori. Advocacy in Social Work. Belmont Calif.: Brooks and Cole. 2000.

O'Melia, Michael., & Miley, Karla K. (Eds.). Pathway to Power. Boston: Allyn Bacon. 2002.

Hick, Steven F., & McNutt, John G. (eds.). Advocacy, Activism and the Internet: Community Organization and Social Policy. Chicago: Lyceum.

Themba, Makani N. Making Policy, Making Change. Berkeley, Calif.: Chardon Press, 1999.

Holman, Mark S. "Ways to Approach Promoting Change." Rules of the Game: Lessons From the Field of Community Change. US: Brooks/Cole, 1999. Chapter 5.

Netting, Ellen F., et. al. "Selecting Appropriate Tactics." Social Work Macro Practice. Boston: Allyn & Bacon, 2004. Chapter 10.

Fisher, R. and Joseph M. Kling. "Leading the people," in Kling, R. and Posner, P.S., (eds.) Dilemmas of Activism. Philadelphia: Temple University Press, 1990. pp. 71-91.

Walker, Jack L. Jr. Mobilizing Interest Groups in America. Ann Arbor: University Michigan Press, 1991.

Holman, Mark S. "Responding to the Need for Community Change." Promoting Community Change. Pacific Grove: Brooks/Cole, 1999. Chapters 1.

Ecklein, Joan. "Organizing at the Neighborhood Level." Community Organizers. New York: John Wiley & Sons. 1984. pp. 66-89.

Haynes, K. and I. Mickelsen, "Jumping In." Affecting Change. New York: Longman, 2003. Chapter 13.

Berkowitz, Bill Local Heroes. Lexington, Mass.: D.C. Heath and Co. 1987. (read entire book).

Kahn, Si. Organizing, Washington D.C.: NASW, 1991.

Kling, R. and Posner, P. S. (eds.) Dilemmas of Activism. Philadelphia and Temple University Press, 1990.

**Mar. 23, 30 RACE RELATIONS IN THE UNITED STATES (BLACKS, HISPANICS, ASIANS ETC), WOMEN, AND OPPRESSED POPULATIONS**

Appleby, George A. "Framework for Practice with Diverse and oppressed Clients." In Appleby, George A., Colon, Edgar., & Hamilton, Julia (Eds.). Diversity, Oppression and Social Functioning. Boston: Allyn & Bacon, 2000. Chapter 1.

Prentice, Deborah., & Miller, Dalt T. (eds.). Cultural Divides: Understanding and Overcoming Group Conflicts. New York: Russell Sage Foundation. 2001.

Van Wormer, Katherine., Wells, Joel., & Boes, Mary. "Social Work Mission and Policies." Social Work with Lesbians, Gays, and Bisexuals. Boston: Allyn & Bacon, 2000. Chapter 1.

Sebastian, Juliann G., & Bushy, Angeline (eds.). Special Population in the Community. Gaithersbury, M.D.: Aspen Pub. 1999.

Soloman, Larry R. Roots of Justice. Berkeley, Calif.: Chardon Press, 1998.

Tully, Carl T. Lesbians, Gays, and Empowerment Perspective. New York: Columbia University Press. 2000.

Erlich, John L. and Rivera, Felix G. Community Organizing in a Diverse Society. Boston: Allyn and Bacon, 1998.

Green, James. Cultural Awareness in the Human Services: A Multi-Ethnic Approach. Boston: Allyn and Bacon, 1995.

Hartman, Ann. "Out of the closet: Revolution and Backlash." (Editorial). Social Work 38(3): 245-246, 1993.

Kitano, Harry H.L.. Race Relations (4th ed.). Englewood Cliff: Prentice Hall, 1991.

Smith, A. and A.J. Stewart (eds.), "Racism and Sexism in Black Women's Lives," Journal of Social Issues, (Entire issue), 39 (3): Fall 1983.

#### **Apr. 6      WORKING STRATEGY WITH MINORITY COMMUNITY**

\*Delgado, Melvin and Humm-Delgado, Denise. "Natural Support System: Source of Strength in Hispanic Community." Social Work. Vol. 27, No. 1, January 1982, pp. 83-89.

Lglehart, Alfreda P. and Becerra, Rosina M. Social Services and the Ethnic Community. Boston: Allyn and Bacon, 1995.

DeHoyos, G., et. al. "Sociocultural Dislocation: Beyond the Dual Perspectives" Social Work 31(1): 61-67, 1986.

**Apr. 13      Last Day of Class  
                 Final Paper Due  
                 Review**

**Dec. 18(S) Final 2:00-4:00 pm**