

“The Importance of Ethically - Minded MSW Internships in Today's Climate”

School of Social Work at BYU



BYU MSW FIELD INSTRUCTOR CEU TRAINING

JUNE, 2020

1 HOUR ETHICS CEU

Today's Climate:

► COVID-19

- Global Pandemic
- Economic Shutdown
- Uncertainty
- Death
- No Vaccine
- Politicized
- Quarantine Effects
 - Financial
 - Emotional
 - Violence
 - Fear



► Social Justice for Diverse Populations

- Nationwide Protests against Police Brutality
- Call for Police Reform
- Black Lives Matter
- Racial Inequality
- Calls for Systemic Change
- Peaceful Protests
- Violent Riots
- Anger
- Fear

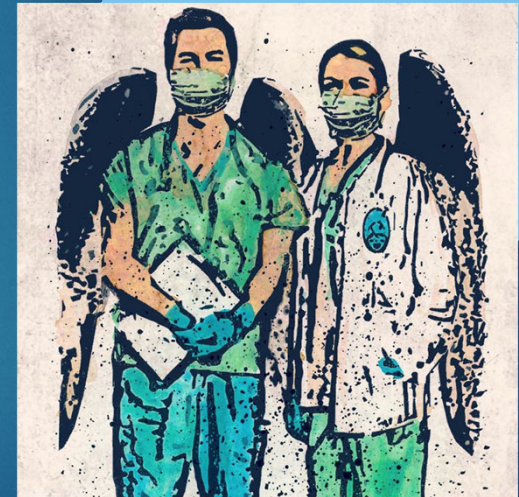
Implications for MSW Internships from COVID-19:

- ▶ Health and Safety for All are predominant factors
- ▶ Quarantines: Initial and ongoing due to positive tests, contact tracing, and resulting quarantines
- ▶ Ethical Termination of Services due to closure/quarantine
- ▶ Emotional Impact of Quarantine on All
- ▶ Financial Impact of Quarantine on All
- ▶ Awareness of health disparities
- ▶ Increase in Violence (Domestic, Riots, etc.)
- ▶ Additional Resources Needed especially among vulnerable populations



Implications for MSW Internships from COVID-19 (cont.)

- ▶ Needed Continuation of services especially to vulnerable populations
 - ▶ Telehealth
 - ▶ Alternative, Creative Solutions
- ▶ Increased demand for Services
- ▶ Decreased Revenue for Services
- ▶ Opportunity for New Ideas and Creative Growth
- ▶ Internship Changes Necessitated
 - ▶ Internship Dates due to closures/quarantine
 - ▶ Course schedule changes
 - ▶ Need for Remote Field Assignments due to Quarantine Situations



Implications for MSW Internships, Social Justice & Diversity:

- ▶ Fear, Aggression, Anger, Guilt, Defensiveness, Confusion
- ▶ Increased Awareness of Social and Health Disparities
- ▶ Increased Awareness of Systemic Racism
- ▶ Need and Call for Social Reform
- ▶ Increased need for Improved and Increased Services and Resources
- ▶ Need and Call for Increased Understanding, Communication, and Respect



Implications for MSW Internships, Social Justice & Diversity (cont.)

- ▶ Provision of Increased Services with Decreased Resources/revenue
- ▶ Opportunity for New Ideas and Growth
- ▶ Excellent teaching opportunity
- ▶ Need to teach students how to EFFECTIVELY advocate for social justice and bring about lasting, meaningful change.
- ▶ Field Perspective is INCREDIBLY important! (“Real-life service delivery implications”)



NASW Code of Ethics:

<https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English> (retrieved 6-9-20)

- ▶ Ethical Principles
- ▶ The following broad ethical principles are based on social work's core values of service, social justice, dignity and worth of the person, importance of human relationships, integrity, and competence. These principles set forth ideals to which all social workers should aspire.
- ▶ We can see the need for considering these Ethical Principles as we seek to assist others in relation to both COVID-19 and advocacy for social justice.



Value: Service

- ▶ **Ethical Principle:** *Social workers' primary goal is to help people in need and to address social problems.*
- ▶ Social workers elevate service to others above self-interest. Social workers draw on their knowledge, values, and skills to help people in need and to address social problems. Social workers are encouraged to volunteer some portion of their professional skills with no expectation of significant financial return (pro bono service).



Illustration by Alex Nabaum

Value: *Social Justice*

- ▶ **Ethical Principle:** *Social workers challenge social injustice.*
- ▶ Social workers pursue social change, particularly with and on behalf of vulnerable and oppressed individuals and groups of people. Social workers' social change efforts are focused primarily on issues of poverty, unemployment, discrimination, and other forms of social injustice. These activities seek to promote sensitivity to and knowledge about oppression and cultural and ethnic diversity. Social workers strive to ensure access to needed information, services, and resources; equality of opportunity; and meaningful participation in decision making for all people.



Illustration by Alex Nabaum

Value: *Dignity and Worth of the Person*

- ▶ **Ethical Principle:** *Social workers respect the inherent dignity and worth of the person.*
- ▶ Social workers treat each person in a caring and respectful fashion, mindful of individual differences and cultural and ethnic diversity. Social workers promote clients' socially responsible self-determination. Social workers seek to enhance clients' capacity and opportunity to change and to address their own needs. Social workers are cognizant of their dual responsibility to clients and to the broader society. They seek to resolve conflicts between clients' interests and the broader society's interests in a socially responsible manner consistent with the values, ethical principles, and ethical standards of the profession.



Illustration by Alex Nabaum

Value: *Importance of Human Relationships*

- ▶ **Ethical Principle:** *Social workers recognize the central importance of human relationships.*
- ▶ Social workers understand that relationships between and among people are an important vehicle for change. Social workers engage people as partners in the helping process. Social workers seek to strengthen relationships among people in a purposeful effort to promote, restore, maintain, and enhance the well-being of individuals, families, social groups, organizations, and communities.



Illustration by Alex Nabaum

Value: *Integrity*

- ▶ **Ethical Principle:** *Social workers behave in a trustworthy manner.*
- ▶ Social workers are continually aware of the profession's mission, values, ethical principles, and ethical standards and practice in a manner consistent with them. Social workers act honestly and responsibly and promote ethical practices on the part of the organizations with which they are affiliated.



Illustration by Alex Nabaum

Value: Competence

- ▶ **Ethical Principle:** *Social workers practice within their areas of competence and develop and enhance their professional expertise.*
- ▶ Social workers continually strive to increase their professional knowledge and skills and to apply them in practice. Social workers should aspire to contribute to the knowledge base of the profession.



Illustration by Alex Nabaum

Ethical Standards

<https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English>
(retrieved 6-9-20)

- ▶ The following ethical standards are relevant to the professional activities of all social workers. These standards concern (1) social workers' ethical responsibilities to clients, (2) social workers' ethical responsibilities to colleagues, (3) social workers' ethical responsibilities in practice settings, (4) social workers' ethical responsibilities as professionals, (5) social workers' ethical responsibilities to the social work profession, and (6) social workers' ethical responsibilities to the broader society.
- ▶ Some of the standards that follow are enforceable guidelines for professional conduct, and some are aspirational. The extent to which each standard is enforceable is a matter of professional judgment to be exercised by those responsible for reviewing alleged violations of ethical standards.



COVID-19



1. Social Workers' Ethical Responsibilities to Clients

1.01 Commitment to Clients

- ▶ Social workers' primary responsibility is to promote the well-being of clients. In general, clients' interests are primary. However, social workers' responsibility to the larger society or specific legal obligations may on limited occasions supersede the loyalty owed clients, and clients should be so advised. (Examples include when a social worker is required by law to report that a client has abused a child or has threatened to harm self or others.)
- ▶ This is the reason the BYU School of Social Work did not immediately pull our MSW interns out of their internships when the COVID-19 pandemic first "erupted."
- ▶ It was the perfect opportunity to teach our MSW students about their ethical responsibility to their clients.

1.05 Cultural Awareness and Social Diversity

- ▶ (a) Social workers should understand culture and its function in human behavior and society, recognizing the strengths that exist in all cultures.
- ▶ (b) Social workers should have a knowledge base of their clients' cultures and be able to demonstrate competence in the provision of services that are sensitive to clients' cultures and to differences among people and cultural groups.
- ▶ (c) Social workers should obtain education about and seek to understand the nature of social diversity and oppression with respect to race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, and mental or physical ability.
- ▶ (d) Social workers who provide electronic social work services should be aware of cultural and socioeconomic differences among clients and how they may use electronic technology. Social workers should assess cultural, environmental, economic, mental or physical ability, linguistic, and other issues that may affect the delivery or use of these services.
- ▶ COVID-19 and the Social Justice and Oppression Movement both strongly call for cultural awareness and an understanding of social diversity.
- ▶ We have an unprecedented opportunity to help our MSW interns understand and integrate this ethical standard. Let's embrace this opportunity!

1.12 *Derogatory Language*

- ▶ Social workers should not use derogatory language in their written, verbal, or electronic communications to or about clients. Social workers should use accurate and respectful language in all communications to and about clients.
- ▶ Regrettably, we are seeing derogatory language thrown out without any thought of the damage it is causing.
- ▶ What an excellent learning opportunity for us to utilize with our interns.

3.07 Administration

- ▶ (a) Social work administrators should advocate within and outside their agencies for adequate resources to meet clients' needs.
- ▶ (b) Social workers should advocate for resource allocation procedures that are open and fair. When not all clients' needs can be met, an allocation procedure should be developed that is nondiscriminatory and based on appropriate and consistently applied principles.
- ▶ A review of resource allocation and creation of a resource advocacy plan would be an excellent Remote Field Activity for our BYU MSW interns! (Remote Field Activities will be explained later in this training.)



3.09 *Commitments to Employers*

- ▶ (a) Social workers generally should adhere to commitments made to employers and employing organizations.
- ▶ (b) Social workers should work to improve employing agencies' policies and procedures and the efficiency and effectiveness of their services.
- ▶ (e) Social workers should act to prevent and eliminate discrimination in the employing organization's work assignments and in its employment policies and practices.
- ▶ This ethical standard was also considered in the way the BYU Field Team has chosen to deal with internships during the COVID-19 Pandemic.
- ▶ A review of employment policies and practices would be an excellent intern Remote Field Activity.

4. Social Workers' Ethical Responsibilities as Professionals

4.02 *Discrimination*

- ▶ Social workers should not practice, condone, facilitate, or collaborate with any form of discrimination on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical ability.
- ▶ We have the ideal opportunity to explore Discrimination with our students. Never before has it been so readily apparent and of such intense focus within our local area as it now is.
- ▶ Please make a concerted effort to discuss the principles of discrimination, social justice and oppression with your interns!

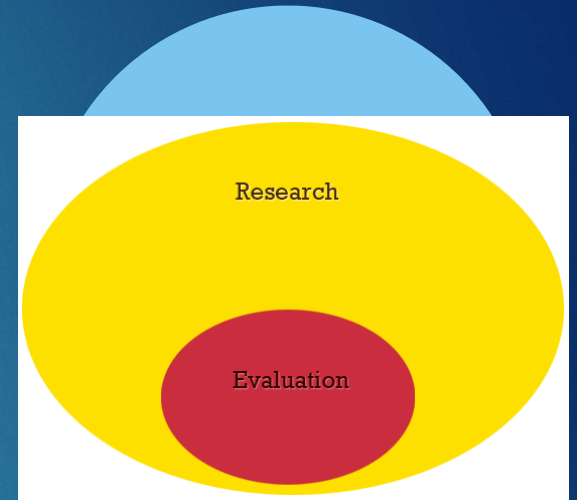
5. Social Workers' Ethical Responsibilities to the Social Work Profession

5.01 Integrity of the Profession

- ▶ (b) Social workers should uphold and advance the values, ethics, knowledge, and mission of the profession. Social workers should protect, enhance, and improve the integrity of the profession through appropriate study and research, active discussion, and responsible criticism of the profession.
- ▶ (c) Social workers should contribute time and professional expertise to activities that promote respect for the value, integrity, and competence of the social work profession. These activities may include teaching, research, consultation, service, legislative testimony, presentations in the community, and participation in their professional organizations.
- ▶ (d) Social workers should contribute to the knowledge base of social work and share with colleagues their knowledge related to practice, research, and ethics. Social workers should seek to contribute to the profession's literature and to share their knowledge at professional meetings and conferences.
- ▶ Multiple Remote Field Activities could be assigned regarding advancing the values, ethics, knowledge, and mission of the Social Work profession. Examples of such include a literature review of such as it particularly pertains to your agency and clientele or creation and presentation of Ethics trainings.

5.02 Evaluation and Research

- ▶ (a) Social workers should monitor and evaluate policies, the implementation of programs, and practice interventions.
- ▶ Due to BYU's Program Evaluation course, BYU MSW interns are uniquely able to help your agency evaluate some of your policies, programs, practice interventions, etc.
- ▶ Please consider asking our interns to participate in and complete such.
- ▶ This is another EXCEPTIONAL Remote Field Activity that can be included in your intern's Learning Activity Agreement.



6. Social Workers' Ethical Responsibilities to the Broader Society

6.01 Social Welfare

- ▶ Social workers should promote the general welfare of society, from local to global levels, and the development of people, their communities, and their environments. Social workers should advocate for living conditions conducive to the fulfillment of basic human needs and should promote social, economic, political, and cultural values and institutions that are compatible with the realization of social justice.
- ▶ Are there particular advocacy needs of your clients? Please utilize your MSW intern in efforts to advocate for such.
- ▶ Advocacy research, preparation, and organization are outstanding Remote Field Activities.

6.02 *Public Participation*

- ▶ Social workers should facilitate informed participation by the public in shaping social policies and institutions.
- ▶ Review, evaluation, and recommendation of public and agency policies are additional Remote Field Activities for our BYU MSW interns.



6.03 Public Emergencies

- ▶ Social workers should provide appropriate professional services in public emergencies to the greatest extent possible.
- ▶ It was extremely interesting to see that the only “non-medical” licensed professionals asked to volunteer through UServeUtah at overflow medical facilities were LCSWs. (retrieved 4.29.20)
- ▶ Let's help our MSW interns see ways in which they can serve during Public Emergencies.

HEALTHCARE VOLUNTEERS

We are actively recruiting healthcare volunteers with a background in healthcare and/or certification(s). As Utah's healthcare facilities come to capacity due to the COVID-19 pandemic, healthcare volunteers are needed to serve in an overflow site in Sandy. The site will provide care for patients who are still too sick to be sent home, but no longer need to be in a hospital as well potentially recovering COVID-19 patients no longer in need of ventilators. The 250,000 square-foot overflow site has 10'X10' patient areas for proper social distancing and currently has current capacity for 250 patients with options to increase to 750.

The following certified/licensed volunteers are needed:

- MD/DO
- PA
- NP
- RN
- LPN
- CNA
- Paramedic
- AEMT
- EMT
- Pharmacist
- Pharmacy Technician
- Licensed Clinical Social Worker

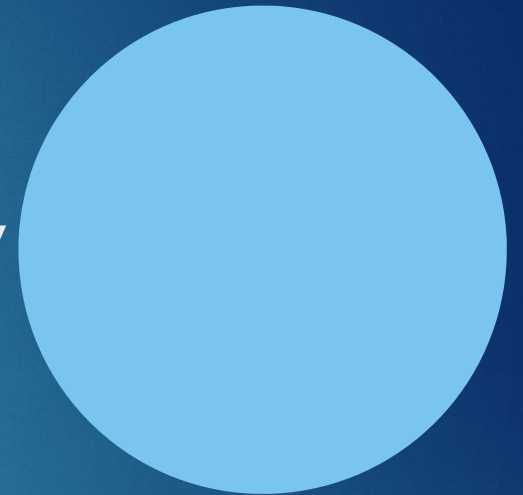
Thank you for your interest in assisting with this critical need. We will reach out with additional information, including background check instructions, when you complete the form below.

[HEALTHCARE VOLUNTEER INTEREST FORM](#)

6.04 Social and Political Action

- ▶ (a) Social workers should engage in social and political action that seeks to ensure that all people have equal access to the resources, employment, services, and opportunities they require to meet their basic human needs and to develop fully. Social workers should be aware of the impact of the political arena on practice and should advocate for changes in policy and legislation to improve social conditions in order to meet basic human needs and promote social justice.
- ▶ (b) Social workers should act to expand choice and opportunity for all people, with special regard for vulnerable, disadvantaged, oppressed, and exploited people and groups.
- ▶ (c) Social workers should promote conditions that encourage respect for cultural and social diversity within the United States and globally. Social workers should promote policies and practices that demonstrate respect for difference, support the expansion of cultural knowledge and resources, advocate for programs and institutions that demonstrate cultural competence, and promote policies that safeguard the rights of and confirm equity and social justice for all people.
- ▶ (d) Social workers should act to prevent and eliminate domination of, exploitation of, and discrimination against any person, group, or class on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical ability.
- ▶ **Obviously, our MSW interns can be very valuable in helping to promote and participate in effective social and political action activities! Please discuss such during your weekly individual Field Supervision with your BYU MSW intern.**

CSWE Competency Linkages



CSWE Competencies particularly pertinent to the COVID-19 Global Pandemic:

- ▶ Competency 1: Demonstrate Ethical and Professional Behavior
- ▶ Competency 2: Engage Diversity and Difference in Practice
- ▶ Competency 4: Engage In Practice-informed Research and Research-informed Practice
- ▶ Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities
- ▶ Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities
- ▶ Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities



CSWE Competencies particularly pertinent to today's movement for Social Justice.

- ▶ Competency 1: Demonstrate Ethical and Professional Behavior
- ▶ Competency 2: Engage Diversity and Difference in Practice
- ▶ Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice
- ▶ Competency 4: Engage In Practice-informed Research and Research-informed Practice
- ▶ Competency 5: Engage in Policy Practice
- ▶ Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities



The logo for Brigham Young University (BYU) in white text on a dark blue background.

BYU

Family, Home and Social Sciences
School of Social Work

What is the BYU Response to these Issues?

BYU Social Work Responses to COVID-19

- ▶ We chose not to pull our interns immediately out of their internships.
- ▶ All interns worked with their FIs to create an “Internship Termination Plan” that took into consideration not only their own situation, but also the ethical termination of therapeutic relationships and the needs of their internship agency.
- ▶ We conducted a “safety vetting” of all internship agencies to ensure COVID-19 guidelines were being followed.
- ▶ Based on our “safety vetting,” we obtained BYU approval for MSW internships to resume on June 22, 2020.
- ▶ Gave all students the opportunity to defer their internships until a later time without penalty. (NO students chose this option! All want to continue with their internships with you as outlined!)

BYU Social Work Responses to COVID-19 (cont.)

- ▶ All students completed a COVID-19 safety training including symptoms, safety precautions, Personal Protective Equipment, and guidelines for Notification in the case of exposure.
- ▶ All students will have an “Agency-specific Safety Assignment” where they need to discuss with you your agency’s protocol and procedures related to COVID-19.
- ▶ Students were instructed NOT to attend their Internship, Classes, or any other public activity if they felt ill or showed any symptoms of illness.
- ▶ We stressed the importance of Integrity and Honesty in attendance. We emphasized that this is NOT the time to take unnecessary leaves from the internship.
- ▶ **Students have been instructed to immediately contact their Field Instructor, their Integrative Field Seminar Instructor, and Charlene Clark if they are exposed to COVID-19.**

Future Internship Disruptions due to COVID-19 exposure and/or quarantine are highly possible. Alternatives to deal with such include:

Reduction in Field Hours

- ▶ Required hours for graduation decreased from 1050 to 900 (CSWE old minimum)
- ▶ CSWE has reduced their required hours to 765.
- ▶ We will do everything we can so our interns can get 900 internship hours within their agency placements.
- ▶ Additional reduction in hours is a last resort, as we feel it diminishes their preparation.

Remote Field Activities

- ▶ Previously established internship activities that the intern can participate in if quarantined.
- ▶ Included in Learning Activity Agreement (LAA), so approved by FI and BYU Field Director.
- ▶ **At least 3** remote field activities need to be included in the intern's Learning Activity Agreement (LAA).
- ▶ Even though BYU counts remote field activity hours toward their total internship hours, agencies may or may not pay for these hours. It is the student's responsibility to be aware of such.

BYU Social Work Responses to Social Justice and Oppression

- ▶ Added a **Social Justice and Diversity Course** to the curriculum in Fall of 2018. All students take this course during their first semester in the program.
- ▶ This coming Fall's course will include multiple discussions and assignments regarding the current situation.
- ▶ Students are currently taking their **Leadership and Community Organization Course**. COVID-19 and Social Justice discussions and assignments are at the fore-front of this course.
- ▶ **Effective models of advocacy** are being taught, reviewed, and discussed within the framework of current local and national events.
- ▶ Students are being encouraged to **consider Remote Field Activities related to Social Justice and Oppression** in which they would like to participate.

College of Family, Home, and Social Sciences response, Dean Ben Ogles:

- ▶ “As the BYU College of Family, Home, and Social Sciences (FHSS), we join with President Worthen in expressing our deep sadness and indignation in response to continued acts of racial violence toward black Americans, such as the tragic murders of George Floyd, Breonna Taylor, and Ahmaud Arbery.
- ▶ As a college of social sciences, we are uniquely responsible to educate ourselves and others on ways to identify and eradicate racist attitudes, behaviors, policies, and structures in order to improve the campus culture as we prepare our students to be thoughtful and principled citizens of the global community. We acknowledge our need and desire to improve—and express our resolute commitment to continue anti-racist efforts in our college. One example of this is the FHSS Diversity, Collaboration, and Inclusion committee that is working with a group of BYU faculty and students on a variety of initiatives that support our goal to nurture a Zion community—grounded in unity, mutual respect, and charity toward all. We strive for an environment where students, faculty, staff, and visitors are safe, included, respected, and welcome. As we move forward, knowing there is much to be done, we pray for guidance in these efforts and express gratitude for each of you who are working to “build bridges of understanding rather than creating walls of segregation” (President Russell M. Nelson, 2020).
- ▶ We have been using the resources at the [Equal Justice Initiative](#) and by [Victoria Alexander](#) to educate and improve ourselves, and hope you may benefit from as well. “

BYU Response, Pres. Kevin J. Worthen:



June 02, 2020

- ▶ “With the tragic deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and others over the years, and the confluence of recent events, important conversations are happening throughout the nation, including at BYU.
- ▶ We extend our love and concern to all members of our university community who are impacted by these events.
- ▶ We know there is work to do, on campus and throughout the nation, for us to better come together, to address injustice and to truly love one another. It will take sustained effort from all of us to make things better. We remain committed to doing that. We can do that in a unique way at BYU because of our understanding of the important truth that each of us are children of heavenly parents.
- ▶ BYU stands firmly against racism and violence in any form and is committed to promoting a culture of safety, kindness, respect and love. As we continue to move forward together, let us do so with charity. Let us be kind. Let us respect others. Let us listen. Let us follow the example of Jesus Christ. “

BYU Response, Pres. Kevin J. Worthen (cont.)

- ▶ AVP Reese is forming a university level committee to review (BYU) policies and practices and coordinate our efforts to address racial issues on campus. We (have been) instructed not to stop our own unit efforts in the meantime, but to move forward knowing that it will be important to collaborate and coordinate as (the University moves) forward centrally. Special attention was given to this paragraph from Pres. Nelson's joint statement with the NAACP leadership this morning:
- ▶ "We likewise call on government, business, and educational leaders at every level to review processes, laws, and organizational attitudes regarding racism and root them out once and for all. It is past time for every one of us to elevate our conversations above divisive and polarizing rhetoric. Treating others with respect matters. Treating each other as sons and daughters of God matters."

BYU's response is congruent with the ideals of its sponsoring organization: The Church of Jesus Christ of Latter-Day Saints.

- ▶ “We truly believe that we are brothers and sisters, all part of the same divine family. Simply stated, we strive to build bridges of cooperation rather than walls of segregation. Black and white, bond and free, male and female – all are alike unto God... We don't have to be alike or look alike to have love for each other. We don't even have to agree with each other to love each other. If we have any hope of reclaiming the goodwill and sense of humanity for which we yearn, it must begin with each of us, one person at a time. Arm and arm and shoulder to shoulder, may we strive to lift our brothers and sisters everywhere.”

---President Russell M. Nelson



<https://youtu.be/J5zToLL2Bbg>



The Reverend Amos C. Brown, Chairman Emeritus of Religious Affairs, NAACP
President Russell M. Nelson, The Church of Jesus Christ of Latter-Day Saints

“Locking Arms for Racial Harmony in America.”

https://medium.com/@Ch_JesusChrist/locking-arms-for-racial-harmony-in-america-2f62180abf37
(retrieved 6.9.20)



Derrick Johnson, NAACP
President and CEO,
Leon Russell, NAACP
Chairman of the Board, The
Reverend Amos C. Brown,
Chairman Emeritus of Religious
Affairs, NAACP,
President Russell M. Nelson,
The Church of Jesus Christ of
Latter-day Saints

“Locking Arms for Racial Harmony in America”

- ▶ “Unitedly we declare that the answers to racism, prejudice, discrimination and hate will not come from government or law enforcement alone. Solutions will come as we open our hearts to those whose lives are different than our own, as we work to build bonds of genuine friendship, and as we see each other as the brothers and sisters we are — for we are all children of a loving God.
- ▶ We share deep sorrow for the senseless, heinous act of violence that needlessly took the life of George Floyd. We mourn with his family, friends and community. We likewise look on with sadness at the anger, hate, contempt and violence spilling onto America’s streets, devastating cities across the nation, and creating fear and anxiety in citizens across this great land.
- ▶ The wheels of justice should move fairly for all. Jesus of Nazareth came that we might have life, and have it “more abundantly.” We should follow His example and seek for an abundant life for all God’s children. This includes protecting our brothers and sisters who have been wronged and bringing to justice those who have taken life or broken the law, thus robbing others of an abundant life.
- ▶ What is the solution? Whether you are a believer or not, Jesus Christ taught an inspired model that leads to peace and harmony — to love God first, and then to love our neighbor as ourselves. We don’t pretend that either of these pursuits is easy, but we do declare that they yield the fruits the Lord promised.

“Locking Arms in Racial Harmony” (cont.)

- ▶ We agree with Dr. Martin Luther King, Jr.’s statement, that “hate cannot drive out hate. Only love can do that.” It is this kind of love that inspires us to do the rigorous work of building bridges of cooperation rather than walls of segregation and alienation.
- ▶ We call on people everywhere to join us in a journey of understanding and overcoming. As de Tocqueville said, America is great because she is good. It is paramount that we rediscover the goodness in each and every human heart. In this spirit, there are things every one of us can do.
- ▶ We invite all to pray to God that the people of this land will heed the Divine call to abandon attitudes of prejudice against any group of God’s children.
- ▶ We also invite people of goodwill everywhere to look for ways to reach out and serve someone of a different background or race. Everyone can do something.
- ▶ Prejudice, hate and discrimination are learned. Thus, we call on parents, family members, and teachers to be the first line of defense. Teaching children to love all, and find the good in others, is more crucial than ever. Oneness is not sameness in America. We must all learn to value the differences.

“Locking Arms in Racial Harmony” (cont.)

- ▶ We likewise call on government, business, and educational leaders at every level to review processes, laws, and organizational attitudes regarding racism and root them out once and for all. It is past time for every one of us to elevate our conversations above divisive and polarizing rhetoric. Treating others with respect matters. Treating each other as sons and daughters of God matters.
- ▶ We likewise remind everyone that we must renounce illegal acts such as looting, destruction, and defacement of public or private property. Never has one wrong been corrected by a second wrong. Evil has never been resolved by more evil.
- ▶ Arm in arm and shoulder to shoulder, may we strive to lift our brothers and sisters everywhere, in every way we can.
- ▶ We first linked arms as friends and have now locked arms in love and brotherhood. The people of America can do the same.”

President Russell M. Nelson, The Church of Jesus Christ of Latter-day Saints

Derrick Johnson, NAACP President and CEO

Leon Russell, NAACP Chairman of the Board

The Reverend Amos C. Brown, Chairman Emeritus of Religious Affairs, NAACP


So, what are we asking of our BYU MSW Field Instructors at this Critical Time?

- ▶ Include **In-Agency activities** related to, and involving, the current **Global COVID-19 Pandemic, Social Justice, and Diversity** as part of the interns' internship activities.
- ▶ Include **at least 3 Remote Field Activities** in the interns' Learning Activity Agreements. This is an ideal way to **include COVID-19 and Social Justice and Diversity projects** within the internship.


Including COVID-19 and Social Justice and Diversity activities in MSW internships will:

- ▶ Help the intern and the agency keep their ethical commitments to clients during this uncertain COVID-19 pandemic.
- ▶ Allow and facilitate interns to continue in their field education and progress to graduation without delay or time extension, and as they have planned.
- ▶ Increase intern and agency awareness of, research into, program evaluation of, and impact of the Global COVID-19 pandemic on clients, internship agency personnel, the internship agency, and society as a whole.
- ▶ Increase intern and agency awareness of, research into, program evaluation, policy review, and impact of today's Social Justice and Diversity issues on clients, agency personnel, the agency, and society as a whole.



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**Thank You so much for all
you do in the training of
our MSW interns!
We couldn't educate
them without you!**



To receive your Certificate documenting completion of this training module and receive One (1) free Ethics CEU, please click on the link below and answer the Five (5) question quiz. Your CEU certificate will be emailed to you.

► https://byu.az1.qualtrics.com/jfe/form/SV_57949i3fzDuEC1f