

Advocacy

Developing Resources, Advocacy, and Organizing as Intervention Strategies

IN OUR HOME WE BELIEVE:
BLACK LIVES MATTER
NO HUMAN IS ILLEGAL
SCIENCE IS REAL
FEMINISM IS FOR EVERYONE
WATER IS LIFE
LOVE IS LOVE
KINDNESS MATTERS MOST

Agenda

Plan for Today

What is advocacy and why do we do it

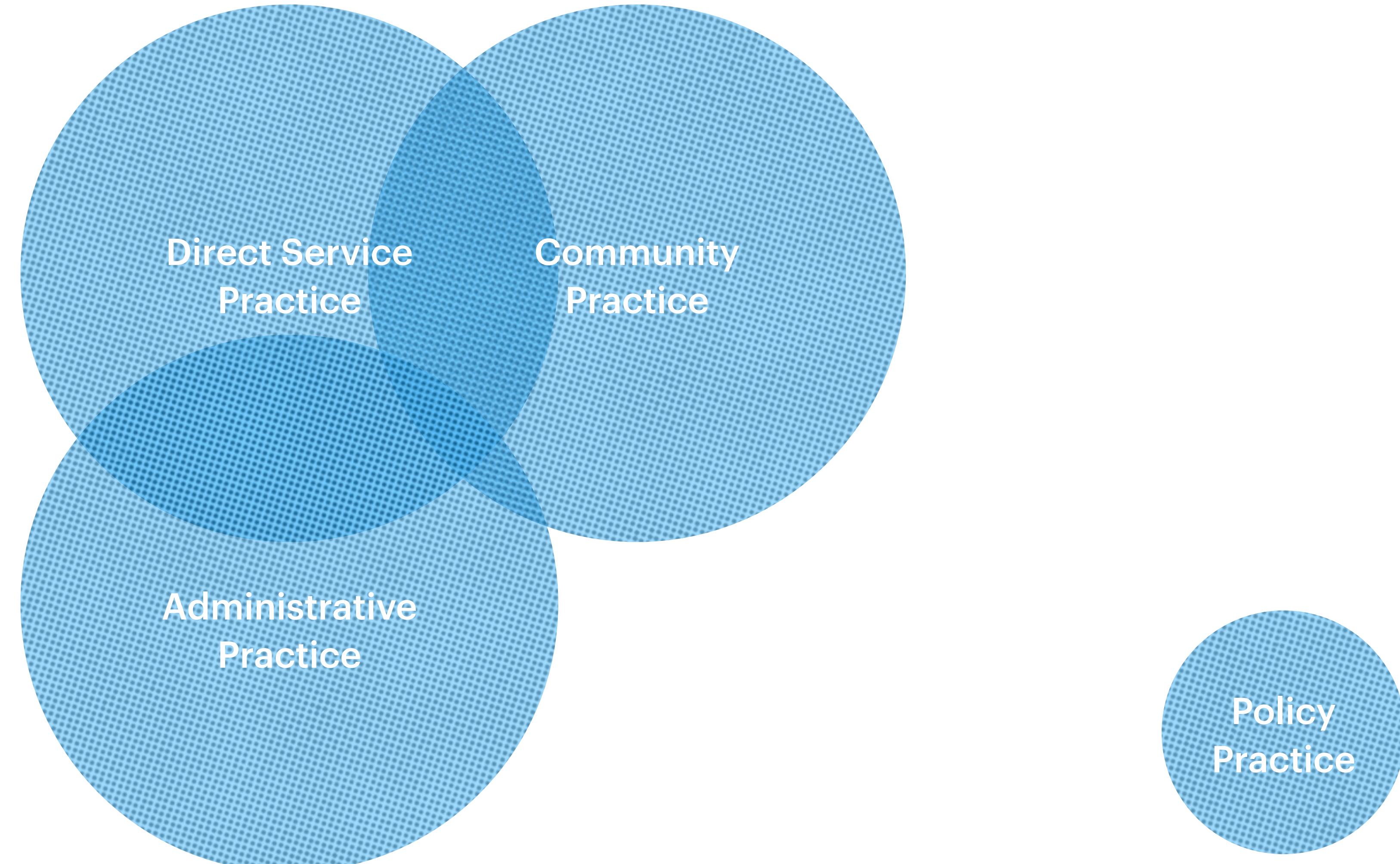
Making the connection between micro-practice and macro-practice

Skills for Policy Practice

Knowing what to change within an organization

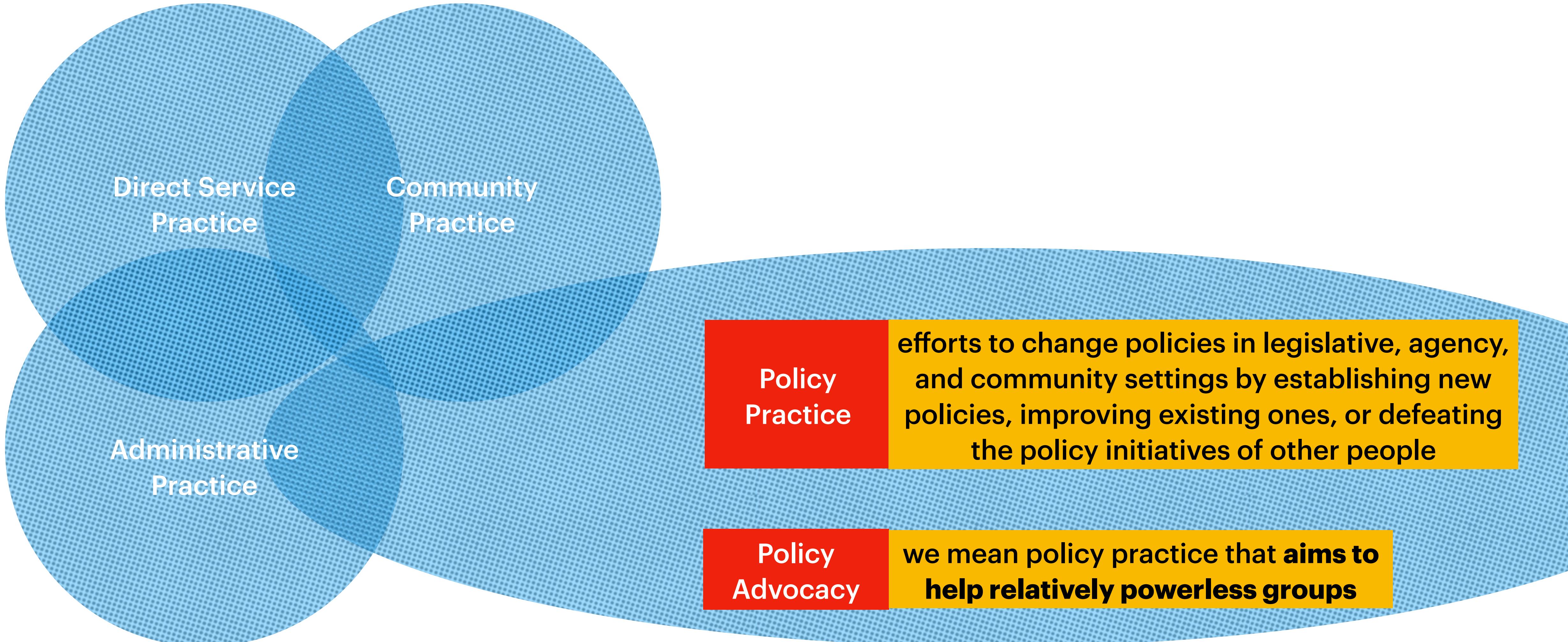
Intervention Disciplines in Social Work

Are All Practices Equal?



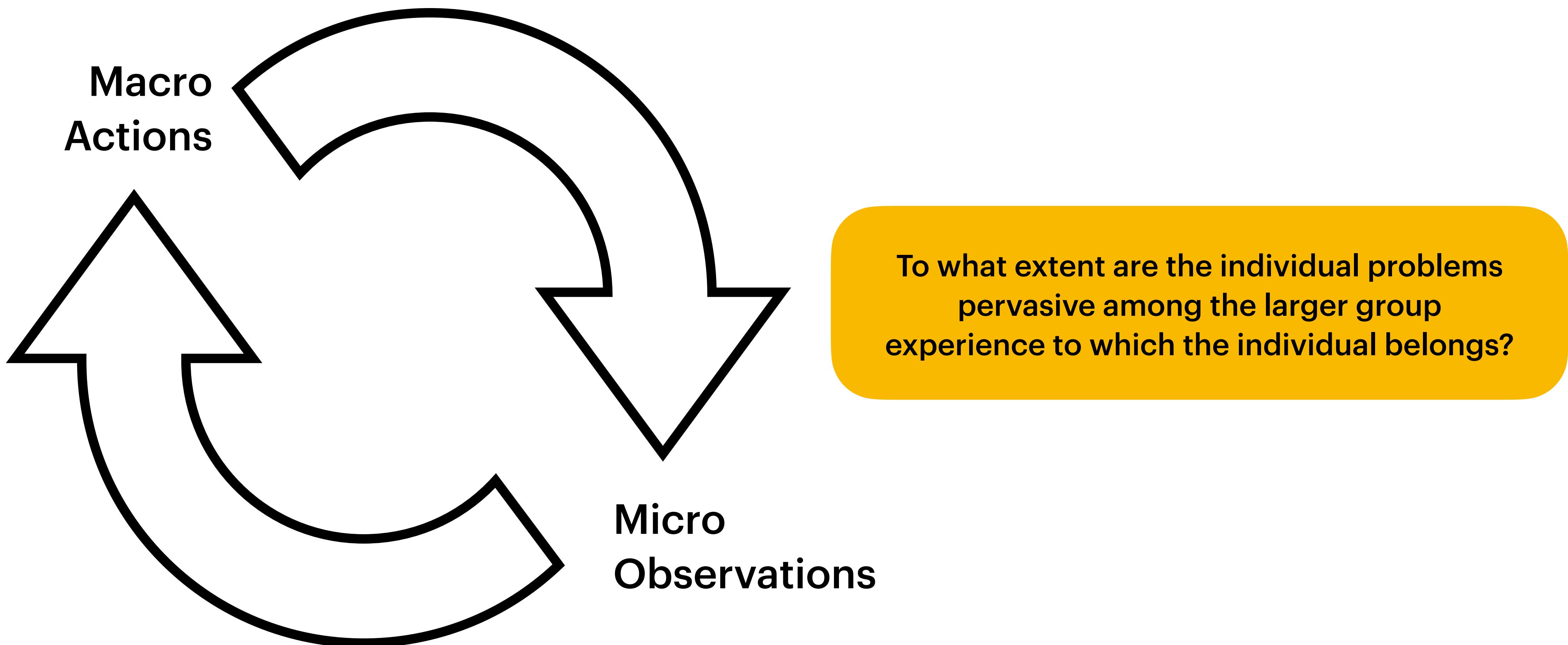
Intervention Disciplines in Social Work

Are All Practices Equal?



Linking Micro and Macro Practice

The Micro-to-Macro Continuum



What Are the Needs?

Types of Needs

Needs Assessment:

Understanding and documenting the nature and the extent of resource needs in a community.

Normative Needs:

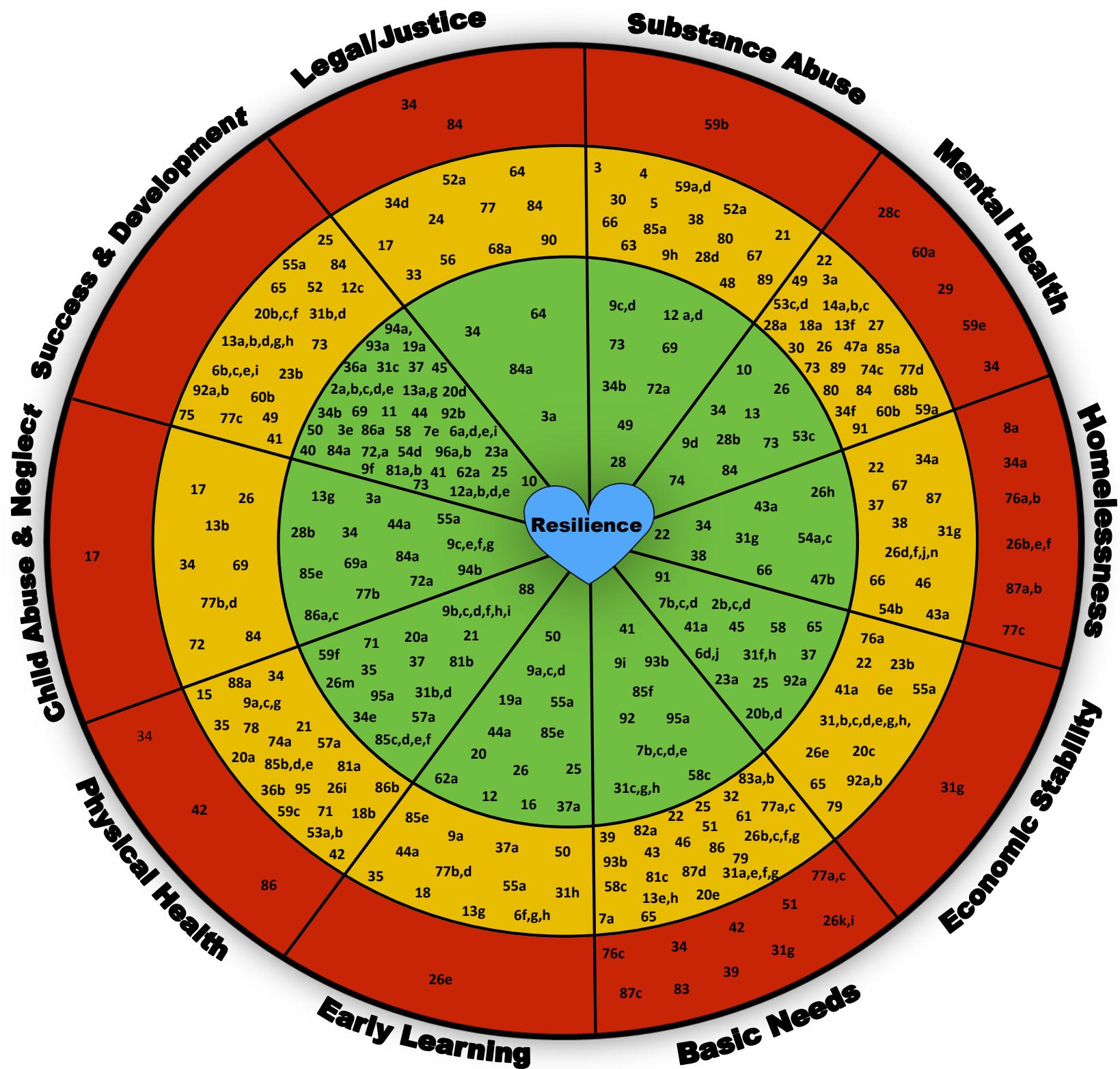
A gap or discrepancy between a need considered to be a norm and the resources that exist to respond to that need

Demand Needs:

The needs of a particular group or community to address deprivation, the absence of a resource, or a particular concern

ACEs/Resilience Collaborative Guide to Community Services

This guide is a only a snapshot of agency services provided. For complete description of services as well as contact information, hours of operation, and specific requirements, please call 211, refer to the 211 database at www.win211.org, or download the win211 app available free on Google Play & iTunes.



Agencies listed are supporting efforts to reduce ACEs and build resilience in families and children.

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Updated bi-annually

- Key on Reverse
- Prevention/Promotion
- Intervention
- Crisis
- ▲ C Change County

Making the Micro to Macro Connection

Practice Thinking About Macro Practice



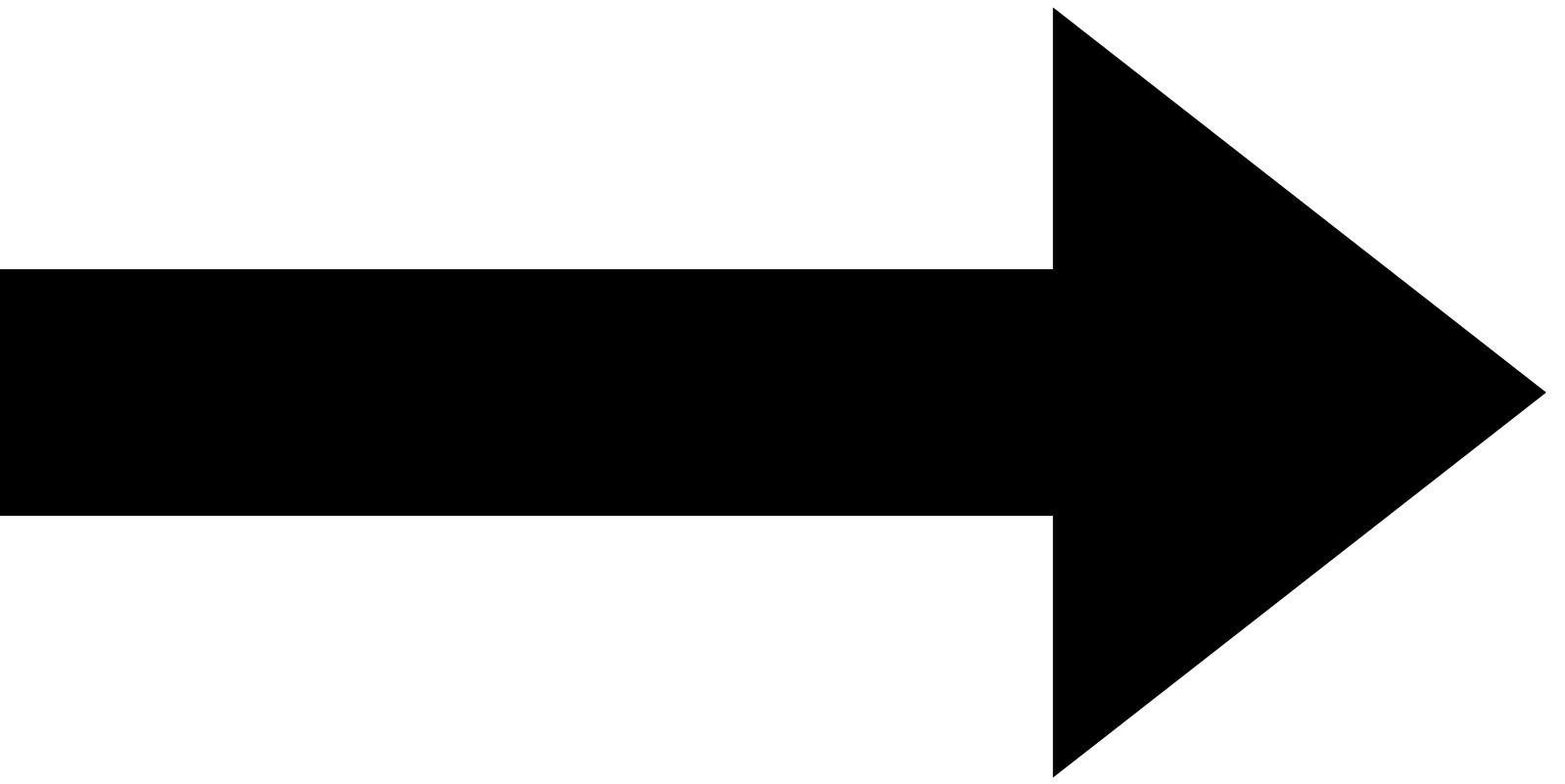
Working in small groups develop a list of the micro level problems or conditions presented by clients in the practicum or employment agency.

Making the Micro to Macro Connection

Practice Thinking About Macro Practice

- * What pervasive patterns are observed in the list of the problems or conditions of the clients?
- * From the list, select 2–3 primary client problems or conditions.
- * What are the macro-level issues that appear to influence the problems or conditions experienced by clients?
- * How would the group document the extent of the problem or condition?
- * Does the presenting problem or condition appear to disproportionately affect a segment of the client population?
- * What are additional group insights and observations about micro to macro problems and conditions experienced by clients?
- * What is the role of social workers involved in direct practice social work in resolving micro client issues that are influenced by macro social problems or conditions?
- * Prepare a summary of the group's findings and ideas about and what the group believes should be done.

**Case
Advocacy**



**Cause
Advocacy**

Skills for Policy Practice

Four Skills that Policy Practitioners Need

Political Skills

gain and use power and to develop and implement political strategy

Analytic Skills

evaluate social problems and develop policy proposals, to analyze the severity of specific problems, to identify the barriers to policy implementation, and to develop strategies for assessing programs

Interactional Skills

participate in task groups, such as committees and coalitions, and to persuade other people to support specific policies

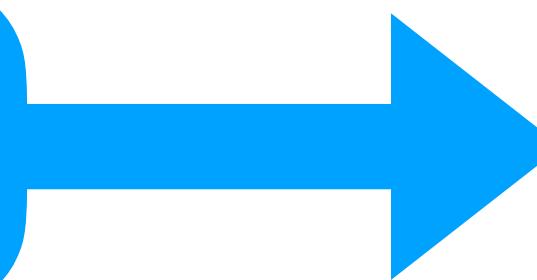
Value-clarifying Skills

identify relevant ethical principles when engaging in policy practice.

Skills for Policy Practice

Four Skills that Policy Practitioners Need

Political Skills



- Using the mass media
- Taking a personal position
- Advocating a position with a decision maker
- Seeking positions of power
- Empowering others

Analytic Skills

Interactional Skills

Value-clarifying Skills

Skills for Policy Practice

Four Skills that Policy Practitioners Need

Political Skills

- Orchestrating pressure on decision-makers
- Finding resources to fund advocacy projects
- Developing and using personal power resources
- Donating time /resources to an advocacy group

Analytic Skills

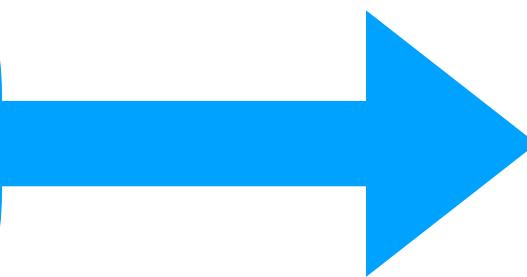
Interactional Skills

Value-clarifying Skills

Skills for Policy Practice

Four Skills that Policy Practitioners Need

Political Skills



- Advocating for the needs of a client
- Participating in a demonstration
- Initiating litigation to change policies

Analytic Skills

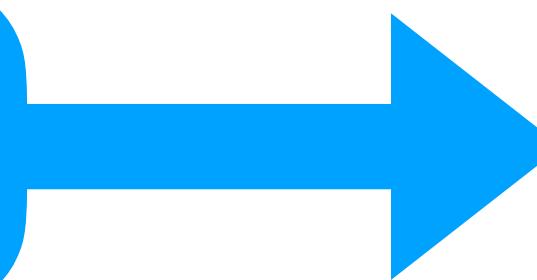
Interactional Skills

Value-clarifying Skills

Skills for Policy Practice

Four Skills that Policy Practitioners Need

Political Skills



- Participating in a political campaign
- Registering voters

Analytic Skills

Interactional Skills

Value-clarifying Skills

Skills for Policy Practice

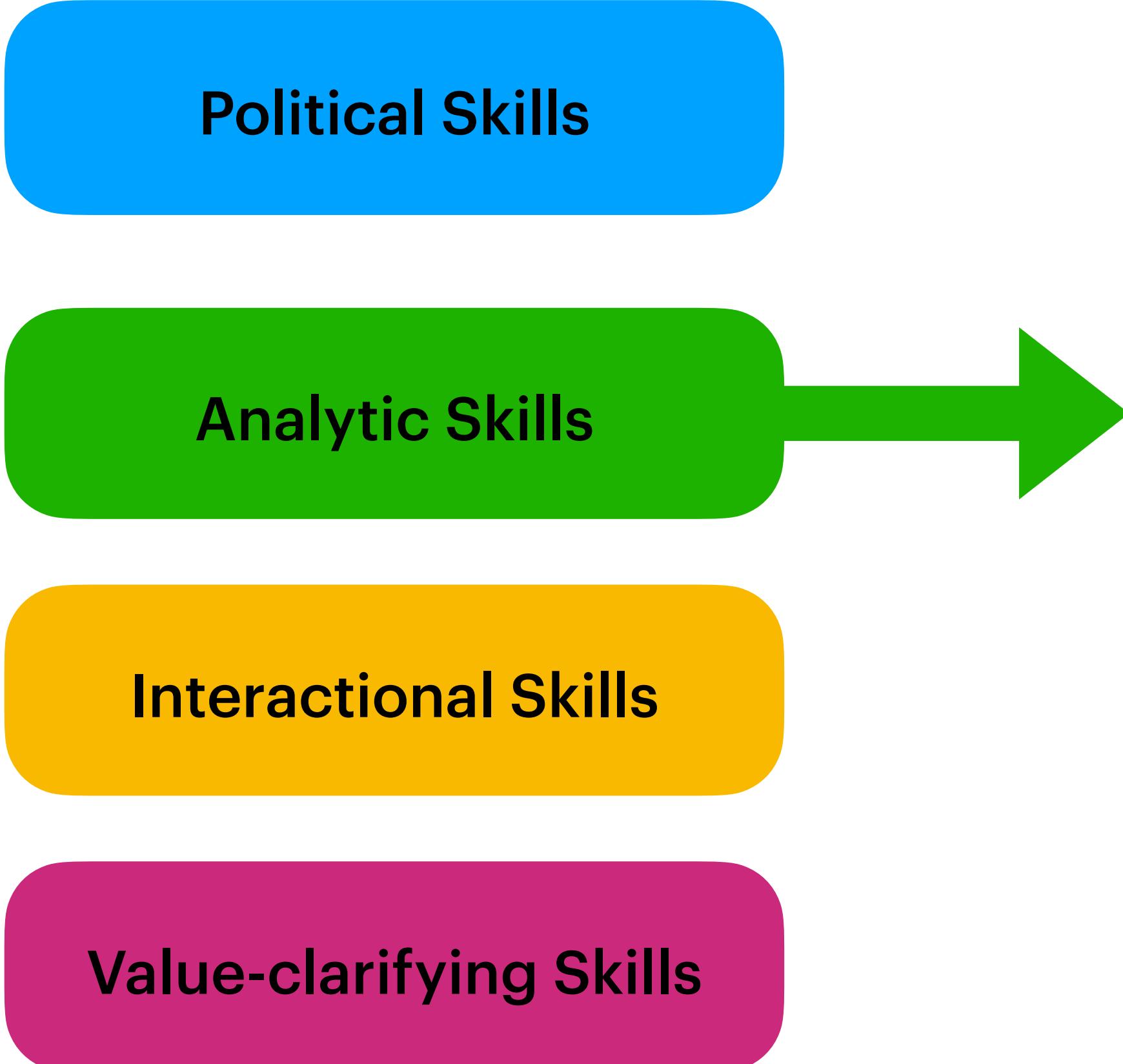
Four Skills that Policy Practitioners Need

Political Skills

Analytic Skills

Interactional Skills

Value-clarifying Skills

- 
- Developing a proposal
 - Calculating trade-offs
 - Doing force field analysis
 - Using social science
 - Conducting a marketing study

Skills for Policy Practice

Four Skills that Policy Practitioners Need

Political Skills

- Using the Internet
- Working with budgets
- Finding funding sources
- Diagnosing audiences
- Designing a presentation

Analytic Skills

Interactional Skills

Value-clarifying Skills

Skills for Policy Practice

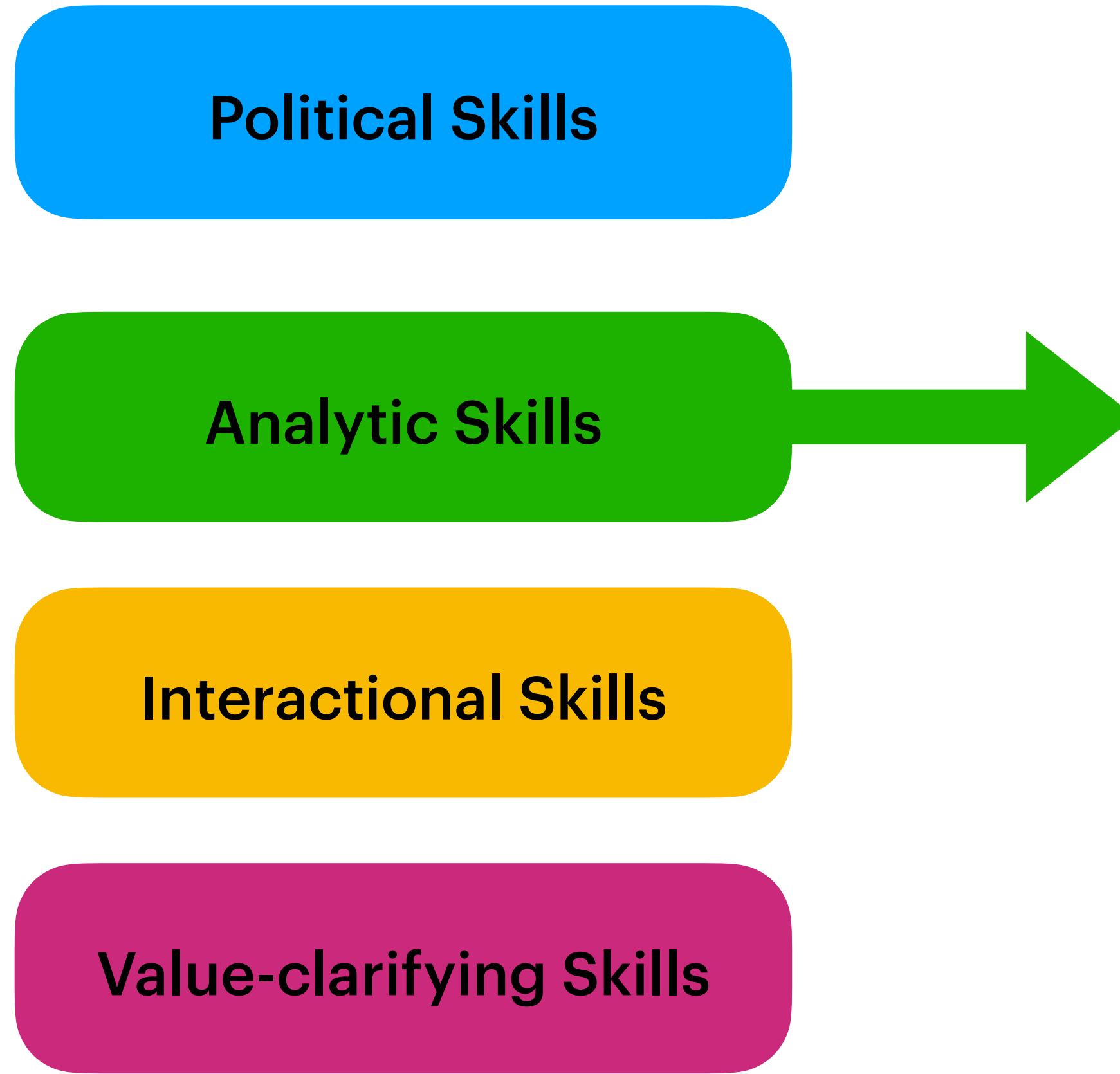
Four Skills that Policy Practitioners Need

Political Skills

Analytic Skills

Interactional Skills

Value-clarifying Skills

- 
- Diagnosing barriers to implementation
 - Developing strategy to improve implementation
 - Developing political strategy

Skills for Policy Practice

Four Skills that Policy Practitioners Need

Political Skills

- Analyzing the context of policies and issues
- Designing policy assessments
- Selecting a policy practice style

Analytic Skills

Interactional Skills

Value-clarifying Skills

Skills for Policy Practice

Four Skills that Policy Practitioners Need

Political Skills

Analytic Skills

Interactional Skills

Value-clarifying Skills

- Coalition building
- Making a presentation
- Building personal power
- Task group formation and maintenance
- Managing conflict

Skills for Policy Practice

Four Skills that Policy Practitioners Need

Political Skills

- Identifying and using first ethical principles
- Engaging in utilitarian ethical reasoning

Analytic Skills

Interactional Skills

Value-clarifying Skills

Skills for Policy Practice

Four Skills that Policy Practitioners Need

Political Skills

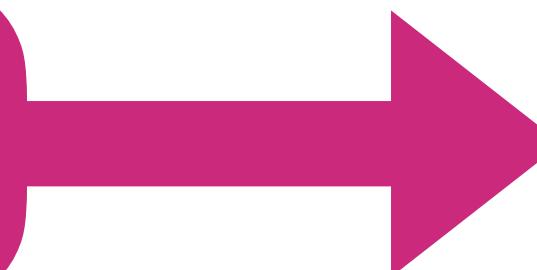
- Considering practical factors that influence ethical choices

Analytic Skills

- Integrating different ethical considerations in specific situations

Interactional Skills

Value-clarifying Skills

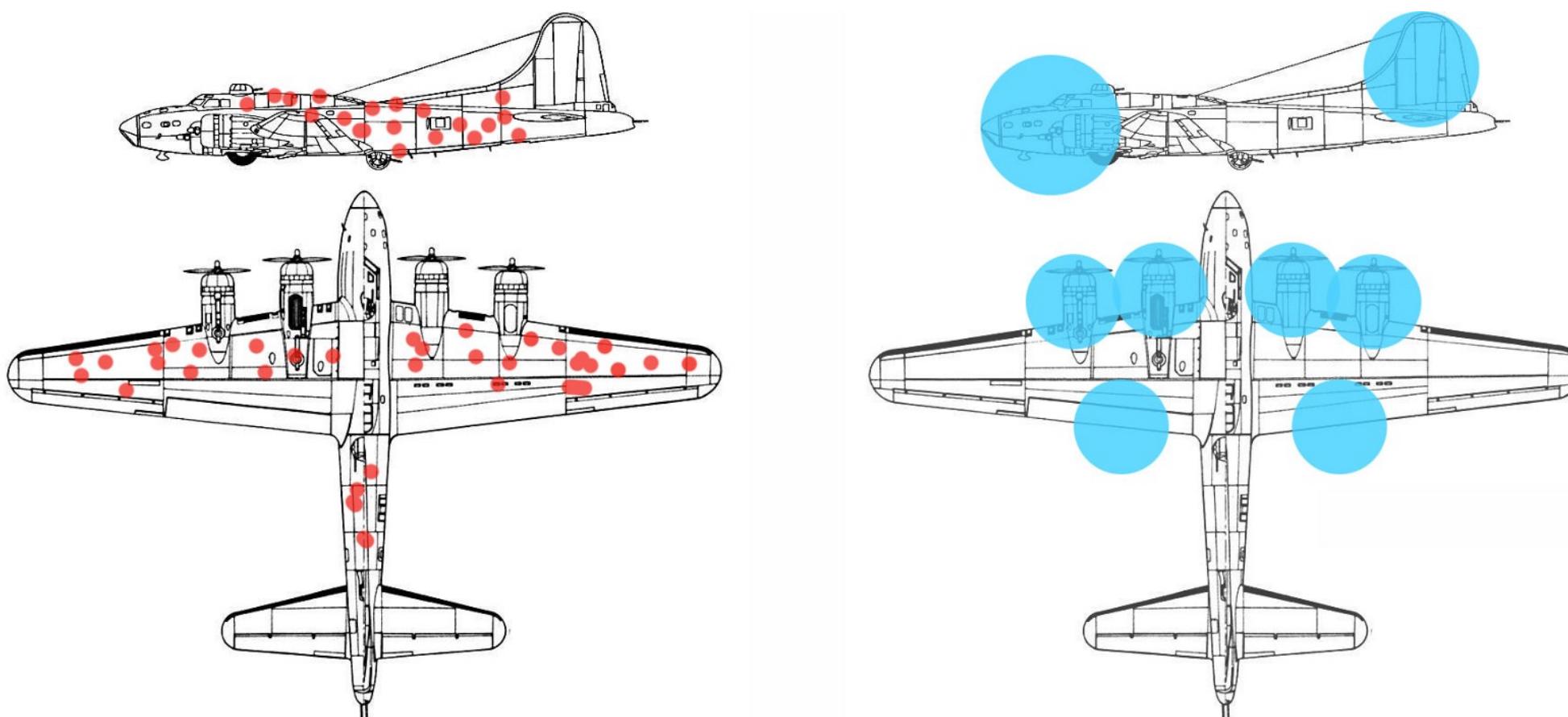




Gentlemen, you need to put more armour-plate where the holes aren't because that's where the holes were on the airplanes that didn't return

— Abraham Wald 1942

What Do We Focus On



Areas of Focus in Organizations

Culture and Environment of Organizations

- Organizational policies or practices and staff behavior that fail to promote client dignity and worth
- Institutionalized racism and discrimination
- Cultural competence at the organizational level