

Preconvention Institute—Thursday, November 17, 2016—1:00am-4:00pm (3.0 CEUs)

Carla MacDonald

"Building Intercultural Competence in Social Work Practice: The Basic Steps towards Acquiring Proficiency"

Abstract: This session will examine the relationship between effective social work practice and intercultural competence. Specifically, the preconvention institute will examine the connection between social workers who have received preparation and training on the topic of intercultural competence and their self-assessment processes for providing services to diverse cultures.

This session will also look at a more contemporary term, *Cultural Humility*, as we discuss methods for respectful partnerships with clients in order to explore differences and similarities between our own and each clients' values, priorities and goals. Respectful partnerships are important not only with clients but with colleagues, students, and our greater communities.

A literature review will be presented which examines the impact made by culturally competent and humbled social workers and the positive influence upon services when serving clientele from a culturally diverse background. For social work practitioners, intercultural competence and humility can provide the platform for understanding the connection with effective social work practice.

Studies have found that intercultural competence can be measured via a multiplicity of validated instruments commonly used in the global contexts of vocational and educational environments. Examples of such instruments are the Intercultural Effectiveness Scale (IES) and the Global Competency Inventory (GCI), both validated instruments to measure intercultural competence. Session participants will complete the IES in order to provide each individual with a hands-on experience with assessing their own proficiency level. Each participant will then develop a working plan for gaining a higher level of competency. A pre and posttest will be utilized to review cultural humility and foster discussion on what social work practitioners can do to expand this skill as well.

Outline: Topics to be addressed and timeline within the presentation.

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| 1:00pm | Welcome and Introductions: Let's meet the participants. Let's meet our presenter. |
| 1:30 pm | What do we mean by cultural competence? Cultural humility? <ul style="list-style-type: none">• Definition clarification• Review of literature |
| 2:00 pm | Orientation to the Intercultural Effectiveness Scale (IES) |
| 2:30 pm | What does your IES tell you about yourself? <ul style="list-style-type: none">• Exchange of best practice ideas for applying cultural competence and humility in the field |
| 3:45pm-4:00pm | Wrap up |

Learning Objectives: *As a result of this presentation participants will be able to:*

- Describe the dynamics of intercultural competency and humility and why it is important for practicing social workers.
- Articulate an understanding of intercultural competency and humility.
- Describe how culture plays a role in the social worker's ability to practice competent practice and gain humility.

Primary Audience: Social Work practitioners, educators, and clergy

Content Level: Basic/Intermediate

Number of Continuing Education Contact Hours: 3.0

Bio Information: Dr. Carla J. MacDonald is the director of social work program and field education at Huntington University, where she began in higher education in 2005. She left the field of social work practice after 26 years in the area of developmental disabilities, program expansion and evaluation, community development and social work administration. Dr. MacDonald has also worked in private practice in the area of individual counseling and group work where she had led cancer support groups.

Dr. MacDonald holds a BSW from Manchester College, a MSW from Indiana University, a MBA from University of St. Francis and a doctorate in education from Indiana Wesleyan University. Her dissertation work was completed on the topic of intercultural competence and the need for faculty to possess such skills when leading students in short term study abroad experiences.

She is a member of the North American Christians in Social Work (NACSW) where she has been a presenter at national conferences as well as serving on the board for the Indiana chapter.

She is active in her home community serving as the immediate past president of the Boys & Girls Club board along with serving on the board of Place of Grace, a transitional home for women leaving the criminal justice system. She recently retired as a board member of the local hospital as well as the local United Way.

Dr. MacDonald is active in the United Methodist church. She is married to Bob for 40 years and together they have two married daughters and five grandchildren.

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