Community-Centered Integrative Practice

Specialized (previously "Concentration") Competencies and Behaviors

NOTE: highlighted items are unique to the specialization (all other behaviors are those assessed in all specializations)

CSWE EPAS 2015 Competencies	CSWE EPAS 2015 Behaviors per Competency
Competency 1: Demonstrate Ethical and Professional Behavior	Understand and identify the role of a social worker in cross-disciplinary settings
	Demonstrate professional use of self with clients/constituents and colleagues
	Understand and identify professional strengths, limitations, and challenges
	Demonstrate a praxis-oriented (action and reflection) approach to personal and professional lifelong learning and engagement
Competency 2: Engage Diversity and Difference in Practice	Demonstrate an understanding of intersectionality and multiple identities-positionalities as foundation for engaging difference
	Recognize and manage personal biases as they affect the professional relationship in the service of the clients'/constituents' interests
	Engage clients and constituencies as experts of their own experiences and demonstrate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	Articulate the potentially challenging effects of economic, social, cultural and global factors on client/constituent systems
	Advocate at all practice levels for the creation and implementation of intervention programs that promote social and economic justice and diminish disparities
	Demonstrate a critical understanding of structural factors, such as racism and violence, which contribute to persistent disparities for marginalized populations
Competency 4: Engage In Practice-informed Research and Research-informed Practice	Apply critical thinking to evidence-based interventions and best practices
	Use best practices and evidence-based research to develop, implement and evaluate interventions
	Contribute to the theoretical knowledge base of the social work profession through practice-based research
	Research and apply knowledge of diverse populations to enhance client/constituent wellbeing
Competency 5: Engage in Policy Practice	Recognize the interrelationship between clients/constituents, practice, and organizational and public policy

	Determine the factors that influence the development of legislation, policies, program services and funding at all system levels
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	Demonstrate the skills required for effectively engaging with clients/constituents (e.g., leadership, critical thinking and interpersonal skills) Establish an engagement process that encourages clients/constituents to be active partners in the establishment of intervention goals and expected outcomes
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	Use multidimensional assessment (e.g., bio/psycho/social/spiritual/structural)
	Demonstrate a critical understanding of major approaches to community practice (community organizing, community empowerment, community development, community action and more)
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	Identify, evaluate, and select effective and appropriate intervention strategies Develop and implement collaborative, multidisciplinary intervention strategies Demonstrate facilitative and co-leadership skills using intergroup dialogue principles to effect justice by using knowledge of the effects of oppression, discrimination, structural social inequality and historical trauma across micro- mezzo- and macro-levels of practice to guide intervention planning
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Identify and utilize appropriate evaluation tools for specific interventions
	Critically evaluate and examine best practices and evidence-based interventions using an anti-oppression lens, assessing their applicability within communities of color and other marginalized communities