Required Specialized Competencies and Practice Behaviors

Community Practice for Social Change (CPSC) Path of Study

Competency 1: Demonstrate Ethical and Professional Behavior

Practice Behaviors

1. Select, employ, and document the use of a framework for ethical decision-making in recognition and clarification of conflicting values, ethical dilemmas, and options in a specialized area of practice

2. Demonstrate professional behavior, appearance, and oral, written, and electronic communication to facilitate practice outcomes

3. Address the ethical and professional considerations in their use of technology in a specialized area of practice

4. Identify the need and process for seeking supervision and consultation and engage in self-reflection to guide professional judgment and behavior within their scope of practice in an area of concentration/specialization

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Practice Behaviors

1. Advance and defend specific policy and service delivery options that support social, racial, economic, and environmental justice in a specialized area of practice

2. Identify inequalities and engage in practices that advance human rights to promote social, racial, economic, and environmental justice in a specialized area of practice

Competency 3: Engage Anti-racism, Diversity, Equity, and Inclusion (ADEI) in Practice

Practice Behaviors

1. Reflect on and critically evaluate their own practice and practice settings using social justice, anti-racist, and anti-oppressive lenses

2. Use a supervisory process to continue to engage in critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients, organizations, constituencies and communities

3. Develop a plan for continuous learning/improvement in diversity, inclusion, cultural humility, and anti-racism and anti-oppression

4. Seek and utilize multiple and diverse sources of knowledge and perspectives to strengthen practice

Competency 4: Engage in Practice-Informed Research and Research-Informed Practice

Practice Behaviors

1. Critically apply practice experience to the conceptualization and the interpretation of research and/or program evaluation

2. Critically apply evidence from research and/or program evaluation to inform practice

3. Use social justice, anti-racist, and anti-oppressive lenses to critique research and evaluation methods and/or findings in an effort to enhance ethically-sound and culturally informed practice, programs, and policies

Competency 5: Engage in Policy Practice

Practice Behaviors

1. Apply critical thinking, client feedback, and practice experience and use social justice, anti-racist, and anti-oppressive lenses to recognize, formulate, analyze, and advocate for policies that advance human rights and social, racial, economic, and environmental justice in a specialized area of practice

2. Analyze specific historical and current contexts that have influenced the development and implementation of social policies in a specialized area of practice

Competency 6: Engage With Organizations and Communities

Practice Behaviors

1. Utilize empathy and reflection in the engagement process, identifying and utilizing personal and professional strengths and skills, while also addressing barriers to engagement with diverse stakeholders, systems, and constituencies

2. Demonstrate an understanding of the nature of entering a community or organization, including using relevant strategies for establishing rapport and building equitable relationships

Competency 7: Assess Organizations and Communities

Practice Behaviors

1. Demonstrate the ability to plan and facilitate organizational- and/or community- level assessment processes (e.g., power analysis, change readiness, etc.) that explicitly consider theories of privilege and oppression and personal and social biases

2. Demonstrate the ability to share assessment findings with a community and/or

organization including preparation and delivery

3. Demonstrate the ability to seek feedback and incorporate the perspectives of the community and/or organization into the assessment

Competency 8: Intervene WithOrganizations and Communities

Practice Behaviors

1. Demonstrate the use of an established evidence base and strong critical thinking in helping to choose, design, and/or implement culturally responsive interventions with organizations, communities, and/or systems

2. Demonstrate effective collaboration and teamwork in designing and implementing interventions with organizations, communities, and/or systems

Competency 9: Evaluate Practice With Organizations and Communities

Practice Behaviors

1. Plan, design and/or conduct a data gathering process in support of an evaluation effort for an organization or community (e.g., client survey, focus group, needs assessment, environmental scan, etc.)

2. Demonstrate the ability to select and implement evaluation tools as appropriate to the specialized practice setting (e.g., logic model, theory of change, process map, etc.)

3. Present evaluation findings/results, along with specific recommendations to improve practice effectiveness, and solicit and incorporate feedback from organizational and/or community leadership