



**Course Number: SOWO 106**

**Course Title: Racism: Implications for Human Services**

Instructor: Audrey E. Johnson, Ph. D., ACSW

Semester: Spring 2002

**Course Description:**

Racism continues to be a major problem in the American psyche as the new millennium approaches, making us conscious of Dr. W. E. B. DuBois' 1903 prediction for African Americans, "the color line would be the number one problem of the 20th century." This monster issue poses a dominant position in America for the 21 st century. The color line expanded with other people of color and women seeking equity. These groups have similar but different problems. They are a challenge to the equity, ability, will, and integrity of social work educators, practitioners, or administrators to provide equitable and comprehensive macro or micro services. Can social work overcome barriers of real or assumed differences that retard service delivery of health and welfare services to African Americans, and other people of color due to their status position, i. e., race/ethnicity, class, gender, or income?

This past year has seen horrible hate crimes against Blacks, that have promoted the DWB concern (Driving while Black). Depending upon the local, the last word can be changed Brown, Red, Yellow, or Female. Youth and adults have engaged in the killing of their parents, Gay persons, making these attacks in homes, places of worship or education to kill and maim, and in some instances turning the weapon upon self.

**Course Objectives:**

1. To develop self awareness, knowledge, and skill regarding customer/client services related to difference based upon race/ethnic, gender, or other backgrounds;
2. To increase understanding of the need to change one's own self behavior in order to improve service delivery, and build relations with people who are different;
3. To provide opportunities to envision linkages in human service agencies; to highlight people commonalties, and appreciation of their differences and needs;
4. To increase understanding of how various socio/economic forces impact society and influence administrators, customers, policies, programs, educators/practitioners;
5. To demonstrate self awareness in attitude, and behavior in work with and among opposite groups, and commit to effect change to eliminate barriers in service delivery;

6. To increase self awareness of and concern for racism and its implications for human services via agency, client, or practitioner in social work and social welfare;

7. To consider and commit to personal and professional ways of changing the overt and covert racism/sexism/religious/ homophobic behaviors in society that threaten people.

### **Course Requirements:**

1. Class attendance and students' oral participation in class is expected topic assignments may be made.

2. Students will cite the literature in oral and written reports, and use appropriate customer/agency/worker or societal examples.

3. Students will demonstrate the relationship between the course and social work practice, and social welfare policies and programs as influenced by society.

4. Students will demonstrate their understanding of how race affects agency/client/practitioner interaction, services, and the direction of intervention strategies employed by the practitioner, and customer acceptance of services.

5. Students will demonstrate their skill in assessing the need for service from the customer's perspective based upon acquired knowledge from the customer (life cycle conscious or unconscious) with understanding of the dynamic convergence of the past and present.

6. Students will consider and suggest alternative means of race and stigma free service delivery as necessary.

7. Students will demonstrate in oral and written reports their understanding of the above requirements.

8. Students will respect the confidentiality of class discussions or agency practice, and maintain an ethical/professional approach in their relationships with customers, fellow students/co workers, and faculty.

## **Format**

### **Seminar:**

Student attendance, oral participation, and involvement in class is expected and encouraged via the listed module topics in a seminar format. Focus will be upon the exchange of ideas to enhance self development toward a conceptual framework to explore relationship building to: improve service delivery; reduce barriers; and impact policies and programs that guide agency practice and personal behavior. The course will be taught in related module sections.

### **Evaluation of Students:**

Students are expected to meet all course requirements. They will be graded upon knowledge acquired and skill developed as evidenced by class participation, and documented citation of the literature in oral and written reports.

20% Class participation and oral reports. Students are expected to contribute to self learning, and that of fellow students, and faculty. They prepare by reading, bringing in current community or media news information, and sharing ideas or resources. Sources used must be cited.

20% Paper related to a barrier or barriers in social work practice with customers of color/religion/sexual orientation either direct or indirect service or both. Due the fifth week of class, typed double spaced, footnotes, and bibliography, five (5) pages in length. The five (5) pages in length does not include referenced footnotes or and bibliography.

20% Paper related to a problem or problems of a particular customer or group as noted above in securing needed service in the social welfare arena. Due at mid term, typed doubled spaced with footnotes and bibliography, five (5) pages in length. The five (5) pages in length does not include referenced footnotes or endnotes, and bibliography.

40% Final written assignment (no exam) is due the last day of class. Students will indicate in writing the topic choice the week after midterm. This assignment should reflect an interest in a particular group of color (sexual orientation), sex, setting, and problem related to relationship building in the enhancement of service delivery. This major paper should encompass barriers, problems, and the role of the social worker. Options to the completion of this assignment are: individual or group term paper; journal or log account of experiences this semester; a project (field observation of barriers or problems to service delivery), etc. These examples are illustrative and are not inclusive of options open to students. The option selected must be indicated in the typed topic choice statement submitted after midterm. Regardless of the option selected, students will utilize the literature in the final assignment with appropriate footnote/bibliographical documentation. Approximate length of paper 16 pages excluding referenced footnotes or endnotes and bibliography.

The School of Social Work (1999) prefers that students use the APA style for papers. There are other styles acceptable by the University of North Carolina at Chapel Hill. I prefer Kate Turabian A Manual for Writers of Term Papers, Thesis & Dissertations as a reference source for writing style, footnotes, and bibliography, but accept SOWO's mandate to use APA. All papers should be typed

and double-spaced, and have topical headings. All race/ethnic, or people of color group designations are to be capitalized, i.e., African American, Afro, American, Black, Negro, Anglo, Caucasian, Euro American, White, Chicano, Asian and Pacific Island American, Filipino, Arab, Jew, Native American, American Indian, Hispanic, Latino, Mexican American, etc.

The final grade will be based upon the above assignments. It is appropriate to seek clarification via questions.

"An incomplete grade results from the course instructor's determination that exceptional circumstances warrant extending the time for completion of course work by the student... in no case will this extension exceed one year .... If within twelve months a grade change request has not been submitted by the instructor, the Incomplete automatically becomes an F. Failure to remove the temporary grade of Incomplete prior to the end of the term in which a student plans to graduate will prevent graduation except when a petition to waive this requirement is submitted in ample time by the school and is approved by the Dean of the Graduate School." School of Social Work Record & Manual, 1996-1998, p. 88.

It is the student's responsibility to complete the assignment within the time limit (as noted above) so that the grade may be appropriately changed. Please note sections quoted in the School of Social Work Record & Manual, 1996-1998.

## **HONOR CODE**

"It shall be the responsibility of every student at the University of North Carolina at Chapel Hill to obey and to support the enforcement of the Honor Code, which prohibits lying, cheating, or stealing when these actions involve academic processes or University, student or academic personnel acting in an official capacity.

Academic work and the ensuring of its integrity is a joint enterprise involving faculty and students. Because many graduate students serve as teaching assistants, it is incumbent upon graduate students to familiarize themselves with both the specific student and faculty responsibilities . . ." School of Social Work Record & Manual, 1996-1998, p. 89.

## **Additional Information:**

Conferences may be scheduled by appointment.

Students will return all materials borrowed from faculty (unmarked) at least one week before the end of the semester. The usual loan period for items will be one or two weeks. Extensions may be granted provided other students do not request the item on loan. Required text books will not be loaned. Students are responsible for replacement of any lost items.

Certain readings are called to students' attention, please note that some readings have similar themes. This should increase students' library access to readings for the course. Students will use the bibliography or library data base to select other readings to enhance their knowledge building and professional development.

## Readings:

Literature is available on African Americans and other groups of color from a historical, and social work/social welfare perspective. Not all of these books and articles could be included in this course outline, and additional listing of readings is attached. For those interested a bibliography of other works can be loaned, or discussion on particular specific concerns arranged by appointment. It is expected that students will use the listed literature as a building block to seek out other related readings from the library to enhance one's individual knowledge base and that of the class. All listed literature has relevance. An asterisk (\*) denotes readings that students might wish to initially focus upon; choice belongs to students.

No single text addresses the issues of this course. A number of books and articles contain related information which can be used in knowledge building. Students are expected to seek other readings which will enhance understanding. Most of the readings noted can be found in the library.

## Required Text:

\* Jackson, William, Joanne V. Rhone, and Charles L. Sanders. *Social Service Delivery System in the Black Community During the Antebellum Period (1619-1860)*. Atlanta: Atlanta University School of Social Work, 1973, 1985. Due to arson at Clark/Atlanta these books were destroyed. I have permission to circulate loan copies for use. You will be required to return the loaned copy unmarked.

\* Johnson, Audrey E. (ed.) *The Black Experience Workshops' Collected Papers. Vol. I & II*. Chapel Hill, NC: School of Social Work, UNC-CH, 1989.

\* Johnson, Audrey E. *The National Association of Black Social Workers, Inc.: A History For The Future*. New York: The National Association of Black Social Workers, Inc., 1988.

\* Lum, Doman. *Social Work Practice & People of Color: A Process Stage Approach*. Monterey, CA: Brooks/Cole Publishing Company, Revised edition, 1995.

\* Martin, Elmer P. and Joanne M. Martin. *Social Work and the Black Experience*. Washington, DC: NASW Press, 1995.

\* Martin, Joanne and Elmer P, Martin. *The Helping Tradition in the Black Family and Community*. Silver Spring, MD: National Association of Social Workers, 1985.

\* Miller, S. M. and Karen Marie Ferroggiaro, "RESPECT!", *Poverty & Race*, Vol. 5, No. 1, 1996, pp. 1-3 & 14.

\* Watkins, Elizabeth L. and Audrey E. Johnson (eds.). *Removing Cultural and Ethnic Barriers to Health Care*. Chapel Hill, N. C.: Schools of Public Health and Social Work, UNC-CH, 1980, 1985 (available in libraries, I will circulate a copy).

## Related Readings:

\* Williams, Juan. *Eyes on the Prize: America's Civil Rights Years, 1954-1965*. New York: Penguin Books, 1988.

Devore, Wynetta and Elfriede Schlesinger. *Ethnic Sensitive Social Work Practice, Second Edition*. Columbus, Ohio: Merrill Publishing Company, 1987.

Jenkins, Shirley. *The Ethnic Dilemma in Social Services*. New York: Free Press, 1981.

## Module I: Social Welfare and Social Work

A. Course Overview

B. Assessment Exercise

C. Definition of Terms

D. Communication/Discussion/Respect

E. Avoiding A Pathological Approach to African Americans and other people of color speech and behavior, **covert/overt**

## Readings:

Abramovitz, Mimi. *Regulating the Lives of Women: Social Welfare Policy from Colonial Times to the Present*. Boston, MA: South End Press, 1988.

Andolsen, Barbara Hilbert. "Daughters of Jefferson, Daughters of Bootblacks": Racism and American Feminism. Macon, GA: Mercer University, 1986.

Aguilar, Karin San Juan. *The State of Asian America; Activism and Resistance in the 1990s*. Boston: South End Press, 1994.

Ashe, Arthur. *Days of Grace: A Memoir*. New York: Alfred A. Knopf, 1993.

\* Axinn, June and Herman Levin. *Social Welfare: A History of the American Response to Need*. Third Edition, White Plains, NY: Longman Publishing Group, 1992.

Bell, Derrick. *Faces at the Bottom of the Well: The Permanence of Racism*. New York, NY: Basic Books, 1992.

\* Billingsley, Andrew. *Climbing Jacob's Ladder: The Enduring Legacy of African American Families*. New York: Simon & Schuster, 1992.

\* Black Initiative and Governmental Responsibility. Washington, DC: Joint Center for Political Studies, 1987

Blumrosen, Alfred W. Modern Law: The Law Transmission System and Equal Employment Opportunity. Madison, WI: The University of Wisconsin Press, 1993.

Boyd, Melba Joyce. Discarded Legacy: Politics and Poetics in the Life of Frances E. W. Harper, 1825-1911. Detroit: Wayne State University Press, 1994.

Bruel, Frank R. and Steven J. Diner. (ed.) Compassion and Responsibility: Readings in the History of Social Welfare Policy in the United States. Chicago: The University of Chicago Press, 1980.

Burgest, David R. Social Casework with People of Color. MD: University Press of America, 1985.

Carlton-LaNey, Iris "George Edmund Haynes: A Pioneer in Social Work", Journal of Social and Behavioral Sciences. 30, 1984

\* Chambers, Clarke A.. "Women in the Creation of the

Delany, Martin R. The Origin of Races and Color. Baltimore, MD: Black Classic Press, 1991 (First published in 1879).

\* Devore, Wynetta and Elfriede G. Schlesinger. Ethnic Sensitive Social Work Practice. Second Edition. Columbus, Ohio: Merrill Publishing Company, 1987. Chapter 1. The Ethnic Reality, Chapter 2. Ethnicity and the Life Cycle, Chapter 3. The Layers of Understanding, Chapter 4. Approaches to Social Work Practice and the Ethnic Reality, Chapter 5. Assumptions and Principles for Ethnic Sensitive Practice.

DuRant, Robert H., Chris Cadenhead, Robert A. Pendergast, et al. "Factors Associated With the Use of Violence Among Urban Black Adolescents." American Journal of Public Health. Vol. 84, No. 4, April 1994, pp. 612-617.

Dusenbery, Linda, Jennifer A. Edstein, Gilbert J. Botvin, and Tracy Diaz. "The Relationship Between Language Spoken and Smoking Among Hispanic Latino Youth in New York City." Public Health Reports. Vol. 109, No. 4, May-June 1994, pp. 421-427.

Edelman, Marian Wright, The Measure of Our Success: A Letter to My Children and Yours. Boston: Beacon Press, 1992.

Erickson, Thomas Hylland, Ethnicity and Nationalism: Anthropological Perspectives. Boulder, CO: Westview Press, 1993.

Essed, Philomena. Everyday Racism: Reports from Women of Two Cultures. Claremont, CA: Hunter House Inc. Publishers, 1990 .

\* Everett, Joyce E.; Chipungu, Sandra S. and Leashore, Bogart R. (eds.), Child Welfare: in Africentric Perspective. New Brunswick, NJ: Rutgers University Press, 1991.

\* Farley, Reynolds and Walter R. Allen. *The Color Line and the Quality of Life in America*. New York: Oxford University Press, 1989. Chapter 1. *Race in America: The Dilemma Continues*, Chapter 2. *Black Population Growth From Colonial Times to World War II*, Chapter 13. *A World With No Color Line: Race and Class in the Twenty First Century America*. \* Feagin, Joe and Clairice Feagin. *Discrimination American Style: Institutional Racism and Sexism*. Englewood Cliffs, N. J.: Prentice-Hall, Inc., 1978; or the latest edition.

\* Feagin, Joe R. and Hernan Vera. *White Racism*. New York: Routledge, 1995.

\* Franklin, John Hope and Alfred A. Moss, Jr. *From Slavery to Freedom: A History of Negro Americans*. (Sixth Edition). New York: McGraw Hill Publishing Company, 1988. Chapter XVI, *Philanthropy and Self-Help*.

Franklin, John Hope. *The Color Line: Legacy for the Twenty-first Century*. Columbia: University of Missouri Press, 1993.

Gaines, Ernest J. *A Lesson Before Dying*. New York: Alfred A. Knopf, 1993. Winner of the National Book Critics Circle award for 1993.

Gary, Lawrence E. (ed.) *Mental Health: A Challenge to the Black Community*. Philadelphia: Dorrance and Company, 1978.

Gary, Lawrence E. (ed.). *Black Men*. Beverly Hills, CA: Sage Publications. 1981. Gioseffi,

Daniela, (ed.). *On Prejudice: A Global Perspective*. New York: Anchor Books-Doubleday, 1993.

Grant, Joanne. *Black Protest: History, Documents, and Analyses, 1619 to the Present*. New York: Fawcett Premier (Reprint), 1991

Guinier, Lani. *The Tyranny of the Majority: Fundamental Fairness in Representative Democracy*. New York: The Free Press, 1994.

Haley, Alex. *The Autobiography of Malcolm X*. New York: Ballantine Books (Reprint), 1992.

Harel, Zen, Edward A. McKinney, Michael Williams (eds.) *Black Aged: Understanding Diversity and Service Needs*. Newburq Park, CA: Sage Publications, 1990.

\* Hamilton, Dona Cooper. "The National Urban League and New Deal Programs," *The Social Service Review*, June 1984.

Higginbotham, A. Lecn, Jr. *In the Matter of Color: Race and the American Legal Process, the Colonial Period*. New York: Oxford University Press, 1980.

Hill, Herbert and James E. Jones, Jr. *Race in America: The Struggle for Equality*. Madison, WI: The University of Wisconsin Press, 1993

Hill, Robert B. *Economic Forces, Structural Discrimination and Black Family Instability*. *The Review of Black Political Economy*, Winter 1989.

\* Hill, Robert B. "Structural Discrimination: The Unintended Consequences of Institutional Processes," in Hubert J. O'Gorman (ed.) *Surveying Social Life: Papers in Honor of Herbert H. Hyman*, Wesleyan University Press, 1988, pp. 353-375.

Hill, Robert B. "Building the Future of the Black Family," *American Visions*, Vol. 2, No. 6, December 1987, 16-25.

Hill, Robert B. "The Black Middle Class Defined," *Ebony*, August 1987, pp. 30,32.

Hill, Robert B. *Informal Adoption Among Black Families*. Washington, DC: The National Urban League Research Department, 1977.

\* Hill, Robert B. *The Strengths of African-American Families: Twenty-Five Years Later*. Washington, DC: R & B Publishers, 1997.

Hooks, Bell. *Black Looks: Race and Representation*. Boston, MA: South End Press, 1993.

Hooks, Bell and Cornel West. *Breaking Bread: Insurgent Black Intellectual Life*. Boston: South End Press, Spring 1994.

Horton, James Oliver. *Free People of Color: Inside the African American Community*. Washington, D.C.: Smithsonian Institution Press, 1993.

Hopkins, Thomas J., "A Conceptual Framework for Understanding the Three "Isms" Racism, Ageism, Sexism," *Journal of Education for Social Work*. Spring 1980, Vol. 16, No. 2, pp. 63-70.

\* Jackson, William S., et. al. *Social Service Delivery System in the Black Community During the Antebellum Period (1619-1860)*. Atlanta: Atlanta University School of Social Work, 1973, 1985. Read entire book.

James, George G. M. *Stolen Legacy*. San Francisco: Julian Richardson Associates, Publishers (Reprinted), 1985 (First printed, 1954).

Jackson, James S. (Ed.) *Life in Black America*. Thousand Oaks, CA: Sage Publications, Inc, 1991.  
James, Portia. *The Real McCoy: African American Invention and Innovation*. Washington, D.C.: Smithsonian Institution Press, 1989.

James, Sherman A. "The Narrative of John Henry Martin", *Southern Culture*, vol. 1, no. 1, 1993, pp. 83-106.

\* Jenkins, Shirley. *The Ethnic Dilemma I Social Services*. New York: Free Press, 1981.

\* Johnson, Audrey E. "Social Work". in Jack Salzman, David Lionel Smith, and Cornel West, (ED.) *Encyclopedia of African American Culture and History*. New York: Simon & Schuster Macmillan, 1996, Vol. 5, pp. 2516-2520.

\* Johnson, Audrey E. "William Still, A Pioneer African American Social Worker 1821-1902," (Special Issue on The Legacy of African American Leadership in Social Welfare), *Journal of Sociology and Social Welfare*. Vol. XXI, No. 1, March 1994, pp. 27-41.

Johnson, Audrey E. "Catherine (Katy) Ferguson," in Darlene Clark Hine (ED.). *Black Women in America: An Historical Encyclopedia*. Vol. I. Brooklyn, NY: Carlson Publishing Inc., 1993, p. 426.

Johnson, Audrey E. "Eartha Mary Magdalene White," in Darlene Clark Hine (ED.). *Black Women in America: An Historical Encyclopedia*. Vol. II. Brooklyn, NY: Carlson Publishing Inc., 1993, pp. 1256-1257.

\* Johnson, Audrey E., "The Sin of Omission: African American Women in Social Work," *Journal of Multicultural Social Work*. vol. 1 (2), 1991, pp. 1-15.

\* Johnson, Audrey E. "Fear or Ignorance in Clinical Practice: Pitfalls of a Color Blind Society," *The Journal of Intergroup Relations*. Fall/Winter 1989-90, Vol. XVI, Nos. 3 & 4, pp. 13-20.

Johnson, Audrey E. "Health Issues and African American Women: Surviving but Endangered", in John S. McNeil and Stanley E. Weinstein (eds.) *Innovations in Health Care Practice*. Silver Spring, MD: National Association of Social Workers, 1988, pp. 34-39.

\* Johnson, Audrey E. *The National Association of Black Social Workers, Inc.: A History For The Future*. New York: The National Association of Black Social Workers, Inc., 1988. Read entire book.

\* Jones, James H. *Bad Blood: The Tuskegee Syphilis Experiment-a Tragedy of Race and Medicine* (New and Expanded Edition). New York: The Free Press, 1993.

Jones, Lisa C. "Blacks in the Bible: Modern Scholars Say Africans Played Major Role in Scriptures." *Ebony Magazine*, volume XLIX, number 4, p. 60-66, February, 1994.

"Keeping the Legacy Alive," *Ebony*, March 1994, p. 36.

\* Keith-Lucas, Alan. *A Monument to Black Initiative and Courage: Central Children's Home, 1883-1990*. Welcome, NC: Wooten Printing Company, Inc., 1991.

Lamar, Jake, "The Problem With You People," *Esquire Magazine*. February 1992, pp. 90-94.

Lane-Poole, Stanley. *The Story of the Moors in Spain*. Baltimore, MD: Black Classic Press, 1990 (First published in 1886).

Lewis, David Levering. *W.E.B. Dubois, 1868-1919: Biography of a Race*. New York: Henry Holt and Company, 1993. Winner of 1994 Pulitzer Prize.

\* Lide, Pauline, "The National Conference on Social Welfare and the Black Historical Perspective," *The Social Service Review*, June 1973.

Locke, Don C. *Increasing Multicultural Understanding: A Comprehensive Model*. Thousand Oaks, CA: Sage Publications, Inc, 1992. (Part of *Multicultural Aspects of Counseling Series*, Vol. 1)

Logan, Rayford W. *The Betrayal of the Negro: From Rutherford B. Hayes to Woodrow Wilson*. New York: The Macmillan Company, 1965, fifth printing, 1970. Originally titled *The Negro in American Life and Thought: The Nadir, 1877-1901*.

\* Lum, Doman. *Social Work Practice and People of Color: A Process Stage Approach*. Monterey, CA: Brooks/Cole Publishing Company, 1986. Chapter 1. Ethnic Minority Perspectives on Social Work Practice, Chapter 2. Ethnic-Minority Values and Knowledge Base.

Majors, Richard G. and Jacob U. Gordon. *The American Black Male: His Present Status and His Future*. Chicago: Nelson Hall Publishers-College Division, 1994.

\* Martin, Joanne M. and Elmer P. Martin. *The Helping Tradition in the Black Family and Community*. Silver Spring, MD: National Association of Social Workers, 1985. Chapter 4. The Helping Tradition in Rural and Urban America, Chapter 5. The Black Helping Tradition and Social Work.

Massey, Douglas S. and Nancy A. Denton. *American Apartheid: Segregation and the Making of the Underclass*. Cambridge, MA: Harvard University Press, 1993.

McAdoo, Harriette Pipes (ed.), *Black Families*. Beverly Hills, CA: Sage Publications, 1988.

McAdoo, Harriette P. and John L. McAdoo (eds.). *Black Children*. Beverly Hills, CA: Sage Publications, 1985.

\* McIntosh, Peggy, *White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women's Studies*. Maine: Anna Wilder Phelps Fund, 1988.

McKenny, Nampeo R. and Claudette Bennet, "Issues Regarding Data on Race and Ethnicity: The Census Bureau Experience," *Public Health Reports: Journal of U.S. Public Health Service*, January February 1994, pp. 16-25.

\* McKissick, Floyd. *Three-Fifths of A Man*. Toronto, Ont.: The Macmillan Company, 1969.

McLemore, S. Dale. *Racial and Ethnic Relations in America*. Boston: Allyn and Beacon, 1991.

McMahon, Anthony and Allen-Meares, Paula, "Is Social Work Racist?: A Content Analysis of Recent Literature", *Social Work*, vol. 37, No. 6, November 1992.

Means, Howard. *Colin Powell: A Biography*. New York: Ballentine Books, 1992.

Mincy, Ronald B. *Nurturing Black Males*. Annapolis, MD: University Press of America, Inc., 1994.

*Minority Aging: Essential Curricula Content for Selected Health And Allied Health Professions*. Washington, DC: U.S. Department of Health & Human Services, 1990.

Moore, Richard B. *The Name "Negro": Its Origin and Evil Use*. W. Burghardt Turner and Joyce Moore Turner (Eds.) Baltimore, MD: Black Classic Press, 1992 (First published in 1960).

- Mullane, Deirdre. *Crossing the Danger Water: Three Hundred Years of African-American Writing*. New York: Doubleday, 1993.
- Nabokov, Peter, *Native American Testimony: A Chronicle of Indian-White Relations from Prophecy to the Present 1492-1992*. New York: Viking Penguin, Penguin Books, 1991.
- Newsweek Magazine (Special Report). "America on Trial: Fire and Fury," May 11, 1992, pp. 26-55.
- Newsweek Magazine. "Beyond Black and White," May 18, 1992, pp. 24-47.
- Newsweek Magazine (Columbus Special Issue). "When Worlds Collide: 1492-1992. Fall/Winter 1991.
- Newsweek Magazine. "Afrocentrism: What's It All About?" September 23, 1991, pp. 42-50.
- \* Piccard, Betty J. *Introduction to Social Work: A Primer*. Fourth Edition. Chicago, IL: The Dorsey Press, 1988. Chapter 1. Social Work Philosophy and Values, Chapter 2. Social Systems, Chapter 3. The History of Social Work, Chapter 9. Social Work with Minorities.
- Pincus, Fred L. and Howard J. Erlich (eds.), *Race and Ethnic Conflict: Contending Views on Prejudice, Discrimination, and Ethnoviolence*. Boulder, CO: Westview Press, 1994.
- Pinderhughes, Elaine. *Understanding Race, Ethnicity, and Power*. New York: The Free Press, 1989.
- Rose, Peter I. *They and We: Racial and Ethnic Relations in the United States*. Fourth Edition. New York: McGraw-Hill Publishing Company, 1990.
- \* Ross, Edyth L. *Black Heritage in Social Welfare, 1860-1930*. Metuchen, NJ: The Scarecrow Press, Inc., 1978.
- Rothenberg, Paula S. *Racism and Sexism: An Integrated Study*. New York: St. Martin's Press, 1988.
- Sandler, Stanley. *Segregated Skies: All-Black Combat Squadrons of World War II*. Washington, D.C.: Smithsonian Institution Press, 1992.
- Simms, Margaret C. and Julianne M. Malveaux (eds.). *Slipping Through the Cracks: The Status of Black Women*. 2nd Printing 1987. New Brunswick, NJ: Transaction Books, 1986.
- Spurlock, Jeanne and Donna M. Norris, "The Impact of Culture and Race on the Development of African Americans" in A. Tasman and S. M. Goldfinger (eds.). *American Psychiatric Press Review of Psychiatry*. Washington, D.C.: American Psychiatric Press, pp. 594-607.
- Spurlock, Jeanne, "Achievement"- "Survival Guilt and The Afro-American of-*Journal of the National Medical Association*. Vol. 77, No. 1, 1985.
- Stack, Carol B. *All Our Kin: Strategies for Survival in a Black Community*. New York: Harper Colophon Books, 1974.

\* Stack, Carol B. *Call To Home: African Americans Reclaim the Rural South*. New York: HarperCollins, 1996.

Stanfield, John H. *Race and Ethnicity in Research Methods*. Thousand Oaks, CA: Sage Publications, Inc, 1993.

Staples, Robert and Leonor B. Johnson. *Black Families at the Crossroads*. San Francisco: Josey-Bass Publishers, 1993.

Steinberg, Stephen. *The Ethnic Myth: Race, Ethnicity, and Class in America*. Boston: Beacon Press, 1989.

\* Surles, Kathryn B., Karen T. Graham, and Delton Atkinson, *Health Status of Blacks in North Carolina. A Special Report Series by the NC Department of Environment, Health, and National Resources State Center for Health and Environmental Statistics, No. 76*. Raleigh, NC, October 1993.

\* Surles, Kathryn B. *North Carolina's Minorities: Who and Where. A Special Report Series by the NC Department of Environment, Health, and National Resources State Center for Health and Environmental Statistics, No. 72*. Raleigh, NC, April 1993.

Takaki, Ronald. *A Different Mirror: A History of Multicultural America*. New York: Little, Brown and Company, 1993.

Takaki, Ronald (ed.). *From Different Shores: Perspectives on Race and Ethnicity in America (Second Edition)*. New York: Oxford University Press, 1994.

Takaki, Ronald. (Ed.) *Violence in the Black Imagination*. New York, New York: Oxford University Press, 1993.

\* Teicher, Morton I. (Ed.). *Values in Social Work: A Re-Examination*. Regional Institute Program, NASW. Monograph Series, IX. New York: National Association of Social Workers, 1967, Reprint 1991.

\* *The Legacy of African American Leadership in Social Welfare" (Special Issue), Journal of Sociology and Social Welfare*. Vol. XXI, No. 1, March 1994.

Thomas, V. G., N. G. Milburn, D. R. Brown and L. E. Gary, "Social Support and Depressive Symptoms Among Blacks." *Journal of Black Psychology*, 14, February 1988, pp. 35-45.

Thornton, Carolyn I. *Treating the Black Female Alcoholic: Clinical Observations of Black Therapists*, *Journal of the National Medical Association*, Volume 80, No. 6, 1988.

Thornton, Carolyn I. *Treatment Considerations with Black Incestuous Families*, *Journal of the National Medical Association*, Volume 78, No. 1, 1986.

Tidwell, Billy J. (Ed.). *The State of Black America 1994*. New York: National Urban League, January 1994.

\* Trattner, Walter I. *From Poor Law To Welfare State: A History of Social Welfare in America*. (5th Ed.) 1994, The Free Press

\* Trattner, Walter I. (ed.) *Biographical Dictionary of Social Welfare in America*. New York: Greenwood Press, 1986

U. S. Department of Health and Human Services. *Report of the Secretary's Task Force on Black Minority Health*. Vol. 1 thru VIII. Washington, DC: U. S. Government Printing Office, 1985 & 1986.

\* Van Sertima, Ivan. *They Came Before Columbus*. New York: Random House, 1976.

Viola, Herman J. *After Columbus: The Smithsonian Chronicle of the North American Indians*. Washington, D.C.: Smithsonian Institution Press, 1993.

Wade, Jay C. "Institutional Racism: An Analysis of the Mental Health System," *American Journal of OrthoPsychiatry*, volume 63, number 4, October, 1993.

Watson, Wilbur H. (ed.). *Black Folk Medicine: The Therapeutic Significance of Faith and Trust*. New Brunswick, NJ: Transaction, Inc., 1984.

Welsing, Frances Cress. *The Isis Papers: The Keys to the Colors*. Chicago, IL: Third World Press, 1992.

West, Cornel. *Race Matters*. Boston: Beacon Press, 1993.

White, Evelyn C. (ed.), *The Black Women's Health Book: Speaking For Ourselves*. Seattle, WA: The Seal Press, 1990.

Wiget, Andrew. *Dictionary of Native American Literature*. Hartford, CT: Garland Publishing, 1994.

Willie, Charles V., Bernard M. Kramer, and Bertram S. Brown (Eds.). *Racism and Mental Health*. Pittsburgh, PA: University of Pittsburgh Press, 1973.

Wiltse, Charles M. (Ed.). *David Walker's Appeal, to the Coloured Citizens of the World, but in Particular, and Very Expressly, to Those of the United States of America*. New York: Hill & Wang, Inc., 1965.

Woodson, Carter G. *The Miseducation of the Negro*. Philadelphia, PA: Hakim's Publications, 1933.

Yans-McLaughlin, Virginia. *Immigration Reconsidered: History, Sociology, and Politics*. New York: Oxford University Press, Inc., 1990.

Yetman, Norman R. (ed.) *Majority and Minority: The Dynamics of Race and Ethnicity in American Life*. Fifth Edition. Boston: Allyn and Bacon, 1991. Part 1. Introduction: Definitions and Perspectives. Part 2. Historical Perspectives.

\* Zastrow, Charles. *The Practice of Social Work*. Second Edition. Chicago, IL: The Dorsey Press, 1985. Chapter 1. Overview of Social Work Practice, Chapter 2. Social Work Values, Chapter 10. Social Work Practice with Diverse Groups.

Zastrow, Charles. Introduction to Social Welfare Institutions: Social Problems, Services, and Current Issues. Third Edition. Chicago, IL: The Dorsey Press, 1986. Chapter 1. Social Welfare: Its Business, History, and Future, Chapter 2. Social Work as a Profession and a Career, Chapter 11. Racism and Strategies for achieving Equal Rights, Chapter 12. Sexism and Efforts for Achieving Equal Rights, Chapter 13. Aging and Gerontological Services.

## **Module II: The Heritage, the Practice Reality**

- A. Roots of Development Historical Context of Racism from 1644 to 1996, and change in "Welfare as we know it"
- B. Clinical Practice and Social Action False Dichotomy
- C. Exclusion and Duality in Social Welfare and Social Work
- D: Merging Civic and Social Issues Individuals and Groups
- E. Multifaceted Agenda for Change A Wholistic Approach

**Readings:** See Module I

## **Module III: Barriers to Social Work Practice**

- A. Racial/Ethnic, Sexual, Cultural Differences, and Myths
- B. Value Impact on Client Assessment
- C. Value Impact on Service Delivery
- D. Recasting the Customer (Client) Approach for Service
- E. The Professional vs. the Personal Self
- F. Development of Relationships Types of Communication

Readings: See Module I and \* Cromwell, Cheryl D., "Black Women as Pioneers in Social Welfare (1800 1935)", Black Caucus Journal National Association of Black Social Workers. Spring 1976.

\* Gary, Robenia B. and Lawrence E. Gary, "Profiles of Black Females in Social Welfare During the 1920s", Black Caucus Journal National Association of Black Social Workers. Spring 1977.

Glasgow, Douglas. The Black Underclass. San Francisco: Jossey Bass, 1980.

\* Gutman, Herbert G. *The Black Family in Slavery and Freedom, 1750-1925*. New York: Pantheon Books, 1976. Chapter 2. *Because She Was My Cousin*.

Johnson, Audrey E. (ed.). *The Black Experience: Social Cultural and Economic Considerations*. Chapel Hill, N.C.: School of Social Work, University of North Carolina at Chapel Hill, 1981.

Johnson, Audrey E. (ed.). *The Black Experience: Considerations for Health and Human Services*. Davis, CA: International Dialogue Press, 1983.

\* Johnson, Audrey E. *The National Association of Black Social Workers, Inc.: in History For The Future*.

\* Lerner, Gerda, "Community Work of Black Club Women", *Journal of Negro History*. 1974.

\* Martin, Elmer P. and Joanne Mitchell Martin. *The Black Extended Family*. Chicago: University of Chicago Press, 1978.

\* Watkins, Elizabeth L. and Audrey E. Johnson (eds.). *Removing Cultural and Ethnic Barriers to Health Care*. Part I, Part II, and Part III.

#### **Module IV: Relationship Building and Reduction of Impediments to Service Delivery**

A. Selected Racism Issues in Health, Education, and Welfare that Confront Social Workers; AIDS, Female Householders, Teen Pregnancy, Violence, Aging, Religion, Excess Male Deaths, Incarceration, Underemployment and Unemployment, Community Change, Economic Depression/Recession, Maternal and Child Health; Omission of Contributions to America; Poverty; Managed Care; Sub standard Housing; Drugs; Crime

B. Some Issues the Customer Perspective and Agency Policy Respect and Value of the Customer

C. Resolving Conflicts and Reality Relationships

D. Recognition and Fulfilling the Professional Contract

E. Change Agent vs. Adjustment Gatekeeper

Readings: See Modules I, II, III, and

\* Black Initiative and Governmental Responsibility.

\* Devore & Schlesinger. Chapter 6. *Adapting Strategies and Procedures for Ethnic Sensitive Practice*, Chapter 9. *Ethnic Sensitive Practice in Health Care*.

Jenkins, Shirley. *The Ethnic Dilemma in Social Services*.

\* Johnson, Audrey E., "NABSW A View of the Beginning", Black Caucus Journal National Association of Black Social Workers. Spring 1976.

\* Lum. Chapter 4. Contact, Chapter 9. Epilogue.

\* Watkins, Elizabeth L. and Audrey E. Johnson (eds.). Removing Cultural and Ethnic Barriers to Health Care. Part III, Part IV, & Part V.

## Module V: **Students' Class Presentations**

Students will report their research findings from their final paper. Time allowance will be based upon the number of students in the class.

## **106 Additional Readings**

African Americans: Voices of Triumph: Creative Fire (Vol. III). Alexandria, VA: Time-Life Publishing, 1994.

African Americans: Voices of Triumph: Leadership (Vol. II). Alexandria, VA: Time-Life Publishing, 1994.

African Americans: Voices of Triumph: Leadership (Vol. I). Alexandria, VA: Time-Life Publishing, 1994.

Allen, Robert, Reluctant Reformers: The Impact of Racism on American Social Reform Movements (in collaboration with Pamela P. Allen). Washington, DC: Howard University Press, 1983.

Beals, Melba Pattillo, Warriors Don't Cry: A Searing Memoir of the Battle to Integrate Little Rock's Central High. New York: Pocket Books, 1994.

Bennett, Lerone Jr., Pioneers in Protest. Chicago: Johnson Publishing Company, Inc., 1968.

The Black Scholar: Journal of Black Studies and Research. The Multicultural Debate. Vol. 23, No. 3 & 4, Summer/Fall 1993.

Bullard, Robert D., Dumping in Dixie: Race, Class, and Environmental Equality (2nd ed.). Boulder, CO: Westview Press College Division, 1994

Burton, M. Garlinda, Never Say Nigger Again: An Antiracism Guide for White Liberals. Nashville: Winston Derek Publishers Inc., 1994.

Butler-Evans, Elliott, *Race, Gender, and Desire: Narrative Strategies in the Fiction of Toni in Bambara, Toni Morrison, and Alice Walker*. Philadelphia, PA: Temple University Press, 1989.

Carson, Emmett D., *A Hand Up: Black Philanthropy and Self-Help i America*. Lanham, MD: University Press of America, 1993.

Cerrito, Patricia, "Demonstrating the Need for Diversity in Teaching Statistics," *Transformations: The New Jersey Project Journal*. Vol. 5, No. 2, Fall 1994, pp. 100-109.

Chipungu, Sandra S. and Joyce E. Everett, "The Power of Information: Exchange Patterns Between African American Foster Parents and Child Welfare Workers," *Journal of Multicultural Social Work*. Vol. 3, No. 3, 1994, pp. 17-33.

Cromwell, Adelaide M., *The Other Brahmins: Boston's Black Upper Class, 1750-1950*. Fayetteville, AK: University of Arkansas Press, 1994.

Delany, Sarah, A. Elizabeth Delany, and Amy Hill Hearth, *The Delany Sisters' Book of Everyday Wisdom*. New York: Kodansha America, Inc., 1994.

Duran, Eduardo and Bonnie Duran, *Native American Postcolonial Psychology*. Albany, NY: State University of New York Press, 1995.

Durham, Philip and Everett L. Jones, *The Negro Cowboys*. Lincoln, NE: University of Nebraska Press, 1983.

Emilio, Luis Fenollosa, *A Brave Black Regiment: The History of the 54th Massachusetts, 1863 1865*. New York: De Capo Press, Inc., 1995.

Ellison, Ralph, *Invisible Man*. New York: Vintage Books, 1989.

Foner, Philip S. (ed.), *The Black Panthers Speak*. New York: De Capo Press, Inc., 1995.

Foner, Eric and Olivia Mahoney, *America's Reconstruction: People and Politics after the Civil War*. New York: Special Markets, Harper Perennial, a division of HarperCollins, 1995.

Franklin, John Hope, *Race and History: Selected Essays, 1938-1988*. Baton Rouge: Louisiana State University Press, Spring 1994.

Genovese, Eugene D., *From Rebellion to Revolution: Afro American Slave Revolts in the Making of the Modern World*. Baton Rouge: Louisiana State University Press, Spring 1994.

Giovanni, Nikki, *Racism 101*. New York: William Morrow and Company, Inc., 1994.

Gold, Michael Evan, *A Introduction to the Law of Employment Discrimination*. Ithaca, NY: ILR Press, 1993.

Gordon, Linda, *Single Mothers and the History of Welfare, 1890-1935*. New York: The Free Press, 1994.

- Guerrero, Ed, Framing Blackness: The African American Image in Film. Philadelphia: Temple University Press, 1994.
- Guinier, Lani, The Tyranny of the Majority: Fundamental Fairness in Representative Democracy. New York: The Free Press, 1994.
- Haizlip, Shirlee Taylor, The Sweeter the Juice: A Family Memoir in Black and White. New York: Touchstone Books, a division of Simon & Schuster, 1995.
- Hamilton, Arthur L. Jr. and William Banks, Father Behind Bars: A Story of Responsibility that Affects Everyone in America. Waco, TX: WRS Publishing, 1993.
- Hamilton, Dona Cooper, "The National Association for the Advancement of Colored People and New Deal Reform Legislation: A Dual Agenda," Social Service Review. Vol 68, No. 4, December 1994, pp. 488-502.
- Harley, Sharon, The Timetables of African-American History: A Chronology of the Most Important People and Events in African-American History. New York: Simon - Schuster, 1995.
- Harrington, Walt, Crossings: A White Man's Journey Into Black America. New York: HarperCollins, 1992.
- Harris, William H., Keeping the Faith: A. Philip Randolph, Milton P. Webster, and the Brotherhood of Sleeping Car Porters, 1925-37. Champaign, IL: University of Illinois Press, 1991.
- Hoefel, Roseanne, "Confronting Exclusionary Ideologies in the Classroom: Transforming Toward Inclusion and Diversity," Transformations: The New Jersey Project Journal. Vol. 2, No. 2, Fall 1991, pp. 36-49.
- Holloway, Karla. Codes of Conduct: Race, Ethics, and the Color of Our Character. New Brunswick, NJ: Rutgers University Press, 1995.
- Holt, Marilyn Irvin. The Orphan Trains: Placing Out in America. Lincoln, NE: University of Nebraska Press, 1992.
- Ivey, Allen E. Intentional Interviewing and Counseling: Facilitating Client Development in a Multicultural Society (3rd ed.). Pacific Grove, CA: Brooks/Cole Publishing Company, 1994.
- Johnson, Cecil. Guts: Legenary Black Rodeo Cowboy Bill Pickett. Fort Worth: The Summit Group, 1995.
- Johanson, Donald, Lenora Johanson, and Blake Edgar. Ancestors: The Search for Our Human Origins. New York: Random, 1994.
- Josephy, Alvin M. Jr. 500 Nations: An Illustrated History of North American Indians. New York: Alfred A. Knopf, 1994.
- Journal of Multicultural Social Work, School Social Workers in the Multicultural Environment:

- New Roles, Responsibilities, and Educational Enrichment (Special Issue). Vol. 3, No. 1, 1994.
- Katz, William Loren. *The Black West* (3rd ed.). Seattle, WA: Open Hand Publishing Inc., 1987.
- Keyes, Alan L. *Masters of the Dream: The Strength and Betrayal of Black America*. New York: William Morrow and Co., 1994.
- Kochanek, K. D., J. D. Maurer, and H. M. Rosenberg, "Why Did Black Life Expectancy Decline from 1984 through 1989 in the United States?" *American Journal of Public Health*. Vol. 84, No. 6, June 1994, pp. 938-944.
- Kolchin, Peter. *American Slavery 1619-1877*. New York: Hill and Wang, 1993.
- Lawson, Bill, *The Underclass Question*. Philadelphia: Temple University Press, 1994.
- Lerman, Robert I., and Theodora J. Ooms (eds.), *Young Unwed Fathers: Changing Roles and Emerging Policies*. Philadelphia, PA: Temple University Press, 1993.
- Lewis, David Levering (ed.). *The Portable Harlem Renaissance Reader*. New York: Viking Penguin, 1994.
- Lincoln, C. Eric (ed.). *Martin Luther King, Jr.: A Profile* (Revised ed.). New York: Hill and Wang, 1984.
- Lincoln, C. Eric. *Race, Religion, and the Continuing American Dilemma*. New York: Hill and Wang, 1984.
- Locke, Alain LeRoy. *Race Contracts and Interracial Relations: Lectures on the Theory and Practice of Race*. Washington, DC: Howard University Press, 1992.
- Lynch, Rufus Sylvester and Jacqueline Mitchell, "Justice System Advocacy: A Must for NASW and the Social Work Community," *Social Work: Journal of the National Association of Social Workers*. Vol. 40, No. 1, January 1995, pp. 9-12.
- MacLeod, Jay, *Ain't No Makin' It: Aspirations and Attainment in a Low-Income Neighborhood* (Expanded ed.). Boulder, CO: Westview Press College Division, 1995.
- Major, Clarence (ed.). *Juba to Jive: A Dictionary of African-American Slang*. New York: Penguin Books, 1994.
- Mandela, Nelson. *Long Walk to Freedom*. New York: Little, Brown, 1994.
- Massey, Douglas E., "America's Apartheid and the Urban Underclass: The Social Service Review Lecture," *Social Service Review*. Vol. 68, No. 4, December 1994, pp. 471-487.
- Mayer, Jane and Jill Abramson. *Strange Justice: The Selling of Clarence Thomas*. New York: Houghton Mifflin, 1994.

Mays, Benjamin E. *Born to Rebel: An Autobiography*. Athens and London: The University of Georgia Press, 1987.

McAdoo, Harriette Pipes (ed.). *Family Ethnicity: Strength in Diversity*. Thousand Oaks, CA: SAGE Publications, Inc., 1993.

McRoy, Ruth G., "Attachment and Racial Identity Issues: Implications for Child Placement Decision Making," *Journal of Multicultural Social Work*. Vol. 3, No. 3, 1994, pp. 59-74.

Meier, August and Elliott Rudwick. *From Plantation to Ghetto* (3rd ed.). New York: Hill and Wang, 1976.

Meltzer, Milton. *Slavery: In World History* (Updated ed.). New York: Da Capo Press, 1993.

Mokuau, Noreen and Jon Mokuau, "Turbulence among a Native People: Social Work Practice with Hawaiians," *Social Work: Journal of the National Association of Social Workers*. Vol. 40, No. 4 July 1995, pp. 465-472.

Murray, Pauli. *Song in a Weary Throat*. New York: Harper and Row, 19-7

Murray, Pauli, *Proud Shoes*. New York: Harper and Row, 1978.

*Negro History Bulletin*. African Americans and WWII (Special Issue). Vol. 51-57, No. 112, December 1993.

*No Homeless People Allowed: in Report on Anti-Homeless Laws, Litigation and Alternatives in 49 United States Cities*. Washington, DC: National Law Center on Homelessness & Poverty, 1994.

Norman, Alex J., "Black-Korean Relations: From Desperation to Dialogue, or from Shouting and Shooting to Sitting and Talking," *Journal of Multicultural Social Work*. 3(2), 1994, PP-99.

Ochs, Stephen J. *Desegregating the Altar: The Josephites and the Struggle for Black Priests, 1871-1960*. Baton Rouge: Louisiana State University Press, Spring 1994.

Parks, Rosa. *Quiet Strength: The Faith, The Hope and The Heart of a Woman Who Changed a Nation*. Grand Rapids, MI: Zondervan Publishing House, 1994.

Pincus, Fred L. and Howard J. Ehrlich (eds.). *Race & Ethnic Relations: Contending Views on Prejudice and Ethnviolence*. Boulder. CO: Westview Press, June 1994.

Posner, Wendy B., "Common Human Needs: A Story from the Prehistory of Government by Special Interest," *Social Service Review*. Vol. 69, No. 2, June 1995, pp. 188-225.

Quarles, Benjamin. *Narrative of the Life of Frederick Douglass An American Slave: Written by Himself*. Cambridge and London: Harvard University Press, 1988.

Quarles, Benjamin. *Black Abolitionists*. New York: Oxford University Press, 1969.

Quarles, Benjamin. *The Negro in the Making of America*. New York: The Macmillan Company, 1964.

Quarles, Benjamin. *Lincoln and the Negro*. New York: University Press, 1962.

Quarles, Benjamin. *The Negro in the Civil War*. Boston: Little, Brown, 1953.

Quarles, Benjamin. "Frederick Douglass and the Women's Rights Movement," *The Journal of Negro History*. Winter 1940.

Roberts, Sam. *Who We Are: A Portrait of America*. New York: Times Books, 1994.

Rogosin, Donn. *Invisible Men Life in Baseball's Negro Leagues*. New York: Kodansha America, April 1995.

Ropers, Richard H. and Dan J. Pence. *America Prejudice: With Liberty and Justice for Some*. New York: Plenum Publishing Corporation, 1994.

Rosenstiel, Thomas, "The 'Shiites' of the House," *Newsweek*. Vol. 125, No. 6, February 6, 1995, pp. 18-19.

Rothman, Jack. *Runaway & Homeless Youth: Strengthening Services to Families and Children*. New York: Longman Publishing Group, 1991.

Russo, Robert J. *Serving and Surviving: As a Human Service Worker*. Illinois: Waveland Press, Inc., 1994.

Rushton, J. Phillipe. *Race, Evolution, and Behavior: A Life History Perspective*. New Brunswick: Transaction Publishers, 1994.

Savage, William Sherman. *Blacks in the West*. Westport, CT: Greenwood Press, 1976.

Segal, Ronald. *The Black Diaspora: Five Centuries of the Black Diaspora Outside of Africa*. New York: Farrar, Straus & Giroux, June 1995.

Shalom, Stephen R., "Teaching About Affirmative Action," *Transformations: The New Jersey Project Journal*. Vol. 5, No. 2, Fall 1994, pp. 37-63.

Siegel, Lorraine, "Cultural Differences and their Impact on Child Welfare," *Journal of Multicultural Social Work*. Vol. 3, No. 3, 1994, pp. 87-96.

Sinclair, April. *Coffee Will Make You Black*. New York: Avon Books, 1995.

Sitkoff, Harvard. *The Struggle for Black Equality, 1954 1992 (Revised ed.)*. New York: Hill and Wang, 1993.

Smith, Anna Deavere. *Twilight-Los Angeles, 1992: A Search for American Character*. New York: Anchor Books, 1994.

- Smith, Jessie Carney. *Epic Lives: One Hundred Black Women Who Made a Difference*. Detroit: Visible Ink Press, 1993.
- Smith, Vern E., "What Did You Do in the Struggle?" *Newsweek*. Vol. 123, No. 8. February 21, 1994, p. 24.
- Sniderman, Paul M. and Thomas Piazza. *The Scar of Race*. Cambridge, MA: Harvard University Press, 1993.
- Staples, Brent. *Parallel Time: Growing Up in Black and White*. New York: Avon Books, 1995.
- Taylor, Charles. *Juneteenth: A Celebration of Freedom*. Madison, WI: Praxis Publications, Inc., 1995.
- Terry, Robert. *For Whites Only* (Rev. ed.). Grand Rapids, MI: Eerdmans, 1975.
- Thomas, Laurence Mordekhai. *Vessels of Evil: American Slavery and the Holocaust*. Philadelphia, PA: Temple University Press, 1993.
- Turner, Vernon Kitabu. *The Secret of Freedom*. Norfolk, VA: Hampton Roads Publishing Company, Inc., 1995.
- Vollers, Maryanne. *Ghosts of Mississippi: The Murder of Medgar Evers, the Trials of Byron De La Beckwith, and the Haunting of the New South*. Boston: Little, Brown, 1995.
- Waldman, Steven, Lucy Shackelford, Pat Wingert, and Carroll Bogert, "Welfare Booby Traps," *Newsweek*. Vol. 124, No. 24, December 12, 1994, pp. 34-35.
- Wallace, Anthony F. C. *The Long, Bitter Trail: Andrew Jackson and the Indians*. New York: Hill and Wang, 1993.
- Walters, Ronald G. *American Reformers: 1815-1860*. New York: Hill and Wang, 1978.
- Walvin, James. *Black Ivory: A History of British Slavery*. Washington, DC: Howard University Press, 1994.
- Ward, Geoffrey C. and Ken Burns. *Baseball: An Illustrated History*. New York: Alfred A. Knopf, Inc., 1994.
- Wares, Dale M., Kenneth R. Wedel, James A. Rosenthal, and Antonia Dobrec, "Indian Child Welfare: A Multicultural Challenge," *Journal of Multicultural Social Work*. Vol. 3, No. 3, 1994, pp. 1-15.
- Weis, Lois, and Michelle Fine (eds.). *Beyond Silent Voices: Class, Race, and Gender in United States Schools*. New York: State University of New York, 1993.
- Weisel, Elie, "'Stay Together, Always,'" *Newsweek*. Vol. 125, No. 3, January 16, 1995, pp. 58-59.

Welch, James with Paul Stekler. Killing Custer: The Little Horn and the Fate of the Plains Indians. New York: W. W. Norton & Co.. Inc.. 1994.

White, King "Sol" Solomon, Sol White's History of Colored Base Ball, with Other Documents on the Early Black Game, 1886-1936. Lincoln, NE: University of Nebraska Press, 1995.

Wicker, Tom. A Time to Die The Attica Prison Revolt. Lincoln, NE: University of Nebraska Press, 1994.

Wilkinson, Doris Y. "Anti-Semitism and African Americans," Society. Vol. 31, No. 6, September/October 1994, pp. 47-50.

Williams, Patricia J. The Alchemy of Race and Rights. Cambridge: Harvard University Press, 1991.

Wilson, Amos N. Black Black Violence: The Psychodynamics of Black Self Annihilation in Service of White Domination. New York: Afrikan World Infosystems, 1990.

Wilson, Joseph T. The Black Phalanx: African American Soldiers in the War of Independence, the War of 1812, and the Civil War. Hartford, CT: American Publishing Co., 1888.

Winch, Julie. Philadelphia's Black Elite: Activism Accommodation, and the Struggle for Autonomy 1787-1848. Philadelphia: Temple University Press, 1994.

Woodson, Carter G. The Negro in Our History. 11th edition by Charles H. Wesley. Washington, DC: Associated Publishers, 1966.

Zack, Naomi. Race and Mixed Race. Philadelphia: Temple University Press, 1994.

Zang, David W. Fleet Walker's Divided Heart: The Life of Baseball's First Major Leaguer. Lincoln, NE: University of Nebraska Press, 1995.

Zastrow, Charles, The Practice of Social Work. Pacific Grove: Brooks/Cole Publishing Company, 1995.

How this influences the provision of social work and social welfare services to African Americans and other people of color. How to improve self knowledge, build a relationship, and reduce real or artificial barriers of difference.

A method course that explores status position (race, ethnic, class, and gender) and their importance to the delivery of social work services to African Americans, and other people of color. The conceptual framework will be relationship building; how to overcome the barriers of race/ethnic or sex difference, culture, myths, suspicion, and other ancillary factors that can retard service delivery. And, to understand the exclusion history of social work and social welfare policies and programs that have influenced the provision of social work and social welfare services.