

**Internationally Educated
Social Workers -**

Enriching the profession and enhancing connections to communities and to the world

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Presentation Themes

- ▶ Being an ally
- ▶ Assimilation and diversity
- ▶ Authentic inclusion
- ▶ Mutual learning
- ▶ Poking holes in some myths
- ▶ Practical examples

Who are internationally educated social workers (IESWs)?

- ▶ Credential assessment process (CASW)
- ▶ Immigrant social workers – embracing change
- ▶ Canada needs us
- ▶ Global workers - bring social work experience and language skills, a global perspective, commitment and enthusiasm
- ▶ Can contribute in many practice areas

IESWs in the workplace

In this section we will challenge some myths and talk about some practical strategies related to the inclusion, valuing and full utilization of IESWs in the workplace

“Fitting in”

- ▶ Aiming for diversity but rewarding sameness
- ▶ *Not* fitting in – a potential bonus?
- ▶ Assimilation = reinforcing assumptions of western superiority
- ▶ Assumption of “greater risk”
- ▶ Benefits: new perspectives, approaches

Strategies

- ▶ Using language of inclusion in job postings
- ▶ Hiring panels – diverse, self-reflective, curious, supportive
- ▶ Hiring processes – creative, variety of approaches, transparent, respectful
- ▶ Looking past terminology and accents; delving deeper for values and ethics

On the job

- ▶ Successful on-boarding and orientation
- ▶ Clear expectations, feedback and encouragement
- ▶ Supervisors modelling mutual learning
- ▶ IESW as a resource, a colleague
- ▶ Valuing commonalities + differences

Enriching the profession.... together

- ▶ Let's be allies - together we are all stronger

Watch a short video on the home page of the IESW Bridging Program, Ryerson University
www.ryerson.ca/ce/socialwork
