Section III focuses on mezzo social work practice. Mezzo social work practice is defined as practice with organization and formal (Miley, O'Melia, & DuBois, 2017) groups (Kirst-Ashman & Hull, 2018).

Readers should focus on the role of social workers with and in formal and informal groups and organizations. This may include leading, coordinating, or facilitating a formal or informal team or being a team member within a group context.

Section III requires foundation students to apply two theoretical frameworks (Critical Race Theory and multiculturalism) to the Ndour scenario and advanced students to apply two different theoretical frameworks (Afrocentric Theory and Ubuntu) to the Ndour scenario.

Definitions for Critical Race Theory and multiculturalism are provided in Table 1: Foundation Theoretical Frameworks, below.

SCENARIO UPDATE: Mbaye's brain injury improved significantly overnight. In fact, the swelling subsided and it turns out the doctor diagnosed Mbaye with a grade 3 concussion, because although Mbaye was unconscious after the fall, evidence confirms his loss of consciousness lasted less than one minute as opposed to fifteen minutes as was reported earlier.

Mbaye's friends thought it was Mbaye's knee that was hurt. It was a broken tibia bone instead, requiring metal screws to secure his bone in place. Mbaye was observed overnight in the emergency department and his status was downgraded so he was transported to the orthopedic department. An orthopedic specialist would be available in two days to perform the necessary on his leg. Mbaye would likely be discharged from the hospital within the next two days.

DISCHARGE INSTRUCTIONS:
1. (concussion) Mbaye must reframe from sports for two – four weeks. Mbaye should start slow and increase intensity as he improves.
2. (Broken leg bone) Mbaye's break was moderate so doctors recommend he stay off his leg and prop it up on a pillow, bed, bench, chair, etc. Mbaye should not participate in any sports activity for at least three months, after a follow-up visit with an orthopedic doctor.
3. The social worker will arrange assistive mobility devices, like crutches or a cane.
4. The social worker will arrange for outpatient physical therapy. Mbaye is to come to the hospital to work with an in-network PT.
5. The social worker will suggest non-ambulatory games and activities for Mbaye during his recovery at home.

The social worker is a member of a discharge planning meeting that includes two social work colleagues, social work supervisor, a nurse, nurse manager, physical therapist, pastor/priest, and primary care provider.

FOUNDATION LEVEL ACTIVITY: Practice verbalizing the importance of placing equal value in his health-related decision-making by Mbaye/Mbaye's family, using components from the following theoretical frames in Table 1: Foundation Theoretical Frameworks. Restate the following in your own words, relating your statement to the current situation:

1. (Application of Critical Race Theory) Race in American can never be written from a distance of detachment or with objectivity.
2. (Application of multiculturalism) Social workers acknowledge the nexus between individuals' privilege, power, and access to social resources.

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Table 1: Foundation Theoretical Frameworks

Critical Race Theory	The body of legal scholarship represents Critical Race Theory (CRT), although no prescribe methodologies exist. CRT law school scholars are mostly people of color who challenge the construction of race and in law and how people of color are represented. They believe "Racism is the normal order of things US society" (Lynn & Dixson, 2013). There are two CRT behavioral edicts. The first is to understand how white supremacy was created and its current perpetuation in society, "examining structure and professed ideals such as "the rule of law" and "equal protection". "The second is to change the vexed bond between law and racial power". Experts believe "scholarship about race in America can never be written from a distance of detachment or with objectivity" (Delgado & Stefanic, 2017; Crenshaw, et al., 1995, p xiii).
Multiculturalism	"Each human being sits at the intersection of multiple cultural identities, backgrounds, life experiences, and perspectives. Some parts of one's cultural identity may be more prominent or useful in certain circumstances" (Miley, O'Melia, & DuBois, 2018). Social workers acknowledge the nexus between individuals' privilege, power, and access to social resources. Within organizations, multiculturalism includes "forming inclusive leadership and organizational structures, development of bridge-building leaders, strengthening educational programs to support critical consciousness, creating spaces for informal interactions, and working on coalition building" (Morgaine & Capous-Desyllas, 2020).

The social worker is the leader, coordinator, or facilitator of a discharge planning meeting that includes two social work colleagues, social work supervisor, a nurse, nurse manager, physical therapist, pastor/priest, and primary care provider.

ADVANCED LEVEL ACTIVITY: Practice instructing social work staff to value placing equal importance in his health-related decision-making by Mbaye/Mbaye's family during discharge, using components from the following theoretical frames. Restate the following in your own words:

1. (Application of Afrocentric Theory) Thought and actions centering African interests, values, and perspectives predominate the discharge planning process.
2. (Application of Ubuntu) Human relationships, sanctity of life, and people centeredness predominate the discharge planning process.

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Afrocentric Theory	"Afrocentrity is a mode of thought and action in which the centrality of African interests, values, and perspectives predominate. It is placing of African people in the center of any analysis of African phenomena. It is a devotion to the idea that what is in the best interest of African consciousness is at the heart of ethical behavior. To be black is against all forms of oppression, racism, classism, homophobia, patriarchy, child abuse, pedophilia, and white racial domination" (Asante, 2003, p2). "The best to all health, economic, political, cultural, and psychological in the African community is through a centered positioning of ourselves within our own story" (Asante, 2003, p vii).
Ubuntu	"A collection of values and practices that black people of Africa or of African origin view as making people authentic human beings. While the nuances of these values and practices vary across different ethnic groups, they all point to one thing – an authentic individual human being is part of a larger and more significant relational, communal, societal, environmental, and spiritual world". Ubuntu includes three maxims: human relationships, sanctity of life, and people centeredness. An Ubuntu social justice framework includes: reciprocity and sharing, respect and empowerment, equitable distribution of resources, promotion of social justice, and economic progress (Mugumbate & Chereni, 2020).