Action Beyond the UBSSW

Professor Hilary Weaver, DSW, co-authored this statement, with Lacey Sloan, Catherine Barkdull, and Pãlana Lee.

"CSWE Statement of Accountability and Reconciliation for Harms Done to Indigenous and Tribal Peoples."

Nov. 24, 2021 Drop-In Session
Preparing to teach about privilege and oppression

#SW EduActs helps social work educators take action to address racism and intersecting oppressions in social work education. UBSSW is one of four organizers of this national group.

Resources:
sweduacts.wordpress.com

The Buffalo chapter of the Social Welfare Action Alliance (SWAA) is represented on the National Steering Committee by Stephaine Sacco, MSW '16

Media
A WKBW news story included UBSSW Assistant Professor Noelle St. Vil's recent research on domestic violence in Black communities and the reasons why some women don't seek help, often due to disproportionately negative experiences with police.
Committee on Students

Continuing to evaluate student award nominations and how we promote them.

Evaluating handbook policies and practices, such as policies for grievances and ethical violations, and assessing how the Restorative Practices Process can support or supplement these processes.

Student Services developed and implemented a formal tracking system for inquiries from students about possible grievances.
Using the model of intergroup dialogue (IGD), a peer-led white caucus space has been established for UBSSW students. The group explores white identity and actionable ways to practice anti-racist social work. Groups met throughout Fall 2021 and are set to continue in 2022. Also exploring additional UBSSW group offerings in partnership with UB Counseling. For more information, contact: cmbearss@buffalo.edu.

Consciousness-raising

Presentation to UBSSW faculty on the integration of racial equity with trauma-informed care & human rights.

Dr. Kenneth V. Hardy,
Tuesday, December 14, 12:30-2:30pm

Intergroup Dialogue:
Unpacking Whiteness

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Courses & Curricula

Racial Justice Projects Course

To enable racial justice action at the UBSSW, MSW students can receive elective credit through this course. 8 students were enrolled in Fall 2021; 11 are projected to be enrolled in Spring 2022.

MSW Curriculum: Piloting a process to add anti-racism in course objectives and discussing how to identify racial justice priority content throughout the curriculum.

Spring 2022
Undergraduate Course:
SW 130: Dismantling Anti-Blackness
Tues & Thurs 2-3:20pm
Instructor: Josie Diebold

This course examines historic and contemporary anti-Black racism and white supremacy in the US. Students will analyze policies and strategies to challenge and transform the values, structures, and behaviors that perpetuate systemic racism and anti-blackness. Students will engage in self-reflection and participate in critical analysis of systems of privilege and oppression, as well develop personal strategies for becoming anti-racist and facilitating change in communities and society.

for info, contact: fmc8@buffalo.edu
This node supports others by compiling, analyzing and summarizing available UBSSW data to identify relevant trends, gaps, and opportunities.

Qs or ideas? jchine@buffalo.edu

Recent Project
Generated summary of feedback from the October 2021 faculty training on responding to racial microaggressions.

See the summary here

Current Project
Collecting and reporting demographic information for Rho Kappa, the UBSSW honor society, including a breakdown of members and eligible members who have not joined.
Doctoral Programs

**Admissions and Recruitment:**
DPC is partnering with the UBSSW Admissions team to strengthen recruitment and admissions processes.

**Doctoral Programs Committee (DPC) Process:**
DPC has added an on-going agenda item to each meeting related to racial justice.

**DSW & PhD Curricula:**
DPC has begun an audit of PhD courses for racial equity and anti-racist content.

**Student Engagement:**
PhD student group, Navigation, hosting speakers with focus on racial justice:
- 10/15/21: Dr. Noelle St Vil, Incorporating anti-racism in research
- 11/19/21: DSW Student, Michelle Fortunado-Kewin, Restorative justice process in UBSSW
- 12/17/21: Dr. Theresa McCarthy, Incorporating Indigenous knowledge and human rights in research
- 3/18/21: Dr. Kelly Patterson, Using research to combat systemic racism in housing segregation

**Meeting Transparency:**
DPC meetings are public and transparent:
- agenda will be shared with faculty, staff, and students via doctoral program announcements;
- all are welcome to attend and/or share ideas on agenda items.
2021-2022 Goals
identified by the Field Team in Nov 2021

1. Intentional site development and partnership
   - Revamp site development process to emphasize expectations for sites in terms of racial justice and equality
   - Further (and intentional) development of field sites explicitly engaged in racial and social justice
   - Use budget to support agencies engaged in racial justice or anti-racist work without a social worker on staff

2. Revise Processes and Procedures with a lens toward racial justice and equality
   - Overhaul the field manual
   - Develop a quality improvement process for agencies when racism and/or other forms of oppression occur (integrating restorative practices)
   - Revise communications and year-end survey to more explicitly invite students to share experiences of racism at field settings.

3. Training and Orientation Processes
   - Provide a follow-up training to liaisons on restorative practices in field education
   - Increase content on race/racism within orientations (of students, field educators, liaisons)
   - Provide a training for field educators on interrupting racism in field settings
The Committee is examining models for promoting equity in promotion standards, policies, & procedures.

The committee is actively seeking to build skills and strategies for recruiting more diverse faculty members (e.g., attending workshops, hosting Dean Alford).

Review of UBSSW Bylaws is being conducted with an eye toward enabling equity in faculty governance.

UBSSW members on subcommittees of the UB President’s Advisory Council on Race:

- Shaanta Murshid: Recruitment, Mentoring, & Retention
- Filomena Critelli: Pedagogy
- Laina Bay-Cheng: Scholarship, Tenure, & Recognition
UBSSW Racial Justice Research Spotlight:

Through community-engaged research with refugees, Sarah Richards-Desai, PhD Candidate, explores important and timely topics, including a recent study with Dr. Yunju Nam and Yingying Zeng that points to language-based disparities and a need for culturally responsive policy and programming in supporting resettlement efforts. Sarah’s research agenda was also recently featured in UBSSW’s most recent issue of Mosaics.

Buffalo Center for Social Research (BCSR) Climate:

- The BCSR Grants Team is examining how to incorporate racial equity in the grant consultation process.
- The BCSR is committed to supporting racialized faculty and student scholars through training and mentoring programs.
- The BCSR Research Advisory Council is examining the current Research Awards process to ensure a racial equity lens is used to identify excellence in research.
Resources for UBSSW Members of Color

Group for Racially Underrepresented Students

- Upcoming Meeting:
  - Weds 12/15, 8:15–9:15

email Dr. Noelle St. Vil to join: noellest@buffalo.edu

UB ABSW will be tabling in the Student Union to raise awareness and support for Haiti:

Tues 12/7: 11am–2pm
Thurs 12/9: 5pm–7pm

Open to all Black undergraduate & graduate students

On Friday 11/19, alumni of color hosted a reception to welcome Dean Keith Alford. The event was attended by numerous UBSSW alumni, faculty, staff, and students of color.

Students:

If you identify as a person of color and want to be on a contact list about community-building opportunities:

complete this form
Restorative Practices

Integration
- 16 presentations
In Fall 2021, Michelle Fortunado-Kewin, with support from Diane Elze, offered 16 presentations about the UBSSW's Restorative Practices process to MSW, PhD, DSW students, faculty, staff, and field liaisons.
- 14 videos
14 MSW classes requested to view a video explaining the restorative practices process.

Evaluation
- 150+ respondents
Over 150 students, faculty, staff and field liaisons have provided feedback about the restorative practices process through Michelle Fortunado-Kewin's DSW Capstone Project.
Data will be analyzed & shared in Spring 2022.

Listening
- 2 listening sessions
Michelle Fortunado-Kewin and Diane Elze facilitated two virtual listening sessions with MSW, PhD, and DSW students in early November 2021.
More listening sessions may be conducted in Spring 2022.
Strengthening Teaching

UBSSW Faculty Training
Difficult Conversations: Creating Brave Space to Address Racial Microaggressions
Trainers: Jayna Punturiero, MSW & Amani Johnson, PhD from UB Counseling Services

Held on October 7, 21 faculty attended this training organized by Drs. Isok Kim & Mickey Sperlich, with consultation from Dr. Noelle St. Vil.

Data For Equity node members generated the following summary of participant feedback:

Training Feedback

UBSSW Faculty Peer Advisory Groups*

All UBSSW instructors are invited to join informal monthly drop-in sessions to dialogue about how to address racism and other heavy topics when in the classroom.

Monthly meetings on Zoom every 3rd Friday, 11am-12pm
Email MSW Director Dr. Isok Kim isokkim@buffalo.edu for information.

*Peer advisory groups = settings where individuals can find and give support, solve problems, and achieve goals with people facing similar challenges
Student Recruitment

Recruitment & Marketing
- Inclusive recruiting efforts with organizations and geographic areas that are more likely to elicit diverse applicants (e.g., TRIO, McNair scholars, National Idealist Fair)
- Fostering educational partnerships through direct communication with specific undergraduate institutions (e.g., HBCU)
- Establishing UBSSW admissions awards supporting diversity among the student body
- Advising applicants on eligibility for application fee waivers
- Advocating across UB departments for greater flexibility in recruitment

Application Policies & Procedures
- Maintaining a consistent, replicable, and equitable application process
- Provide coaching and offer opportunities for guidance with applications
- Assisting applicants with steps to application completion and deadlines
- Live and virtual information sessions

Admissions Review Process
- Maintaining a consistent, fair, and equitable review process
- Supporting and assisting faculty reviewers to review applications in accordance with our policies and procedures
- Requiring multiple application reviews for each applicant
- Promoting a holistic application review approach, while maintaining fair and equitable discussion of applicants’ materials
- Continued quality improvement regarding application eligibility, requirements, and review process