Racial Justice Network Map
NOVEMBER 2021

Click on a node to learn more
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
At CSWE #APM21, Hilary Weaver presented, "Our Commitment to Justice: The Social Work Accountability Statement to Indigenous Peoples."

Dr. Weaver co-authored the statement with Lacey Sloan, Catherine Barkdull, and Pálana Lee.

The Buffalo chapter of the Social Welfare Action Alliance (SWAA) hosted the annual meeting of the National Steering Committee Oct. 1-3, with alumnae, student, and staff volunteers. Discussion included diversifying its majority-white membership.

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Dr. Weaver co-authored the statement with Lacey Sloan, Catherine Barkdull, and Pálana Lee.

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.

Antiracist Pedagogy
Peer Support
#SWEduActs
October 27, 2021
Topic: Intersectionality
Discussion: Our experiences do not stop at racial and ethnic identities. What are some of the ways we take an intersectional perspective in our anti-racist practice?

Next session: Wed. Nov. 24
4-5 PM Eastern/ 1-2 PM Pacific
Topic: Teaching about privilege and oppression
For more info/To register for Nov: sweduacts.wordpress.com

• UBSSW is one of four organizers of this national group.
Field Education

**Recent Tasks**
- Summer 2021 restorative practices training for Field Liaisons (Dr. Diane Elze facilitated)
- Edited Field Manual to include: restorative practices; more explicit language acknowledging potential for racism and desire to address it within field
- Intentional site development: Black Love Resists in the Rust (2 students in '21-22)

**Current Tasks**
- Develop goals for the academic year, including a Spring 2022 training for Field Educators on interrupting racism in field.
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.
Intergroup Dialogue: whiteness & racism
Using the model of intergroup dialogue (IGD), a peer-led white affinity space is being established for UBSSW students with the goal of confronting racism and whiteness. The group includes facilitated conversations to explore white identity, white supremacy in social work, and actionable ways to practice anti-racist social work. Pilot groups conducted in November and scheduled for December 2021. For info, 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
Courses & Curricula

Racial Justice Projects Course
8 MSW & MSW/PhD students working on individual and group projects to advance racial justice at the UBSSW.

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

Undergraduate Course:
Dismantling Anti-Blackness:
On Becoming Anti-racist

This foundational course examines historic and contemporary anti-Black racism and white supremacy in the United States. Students will analyze policies and strategies to identify, challenge, and transform the values, structures, and behaviors that perpetuate systemic racism, white supremacy and anti-blackness. Students will also engage in self-reflection, develop self-awareness, and participate in critical analysis of systems of privilege and oppression, as well develop personal strategies for becoming antiracist and facilitating change in communities and society.
The committee is actively seeking to build skills and strategies for recruiting more diverse faculty members (e.g., attending workshops, hosting Dean Alford).

The Committee is examining models for promoting equity in promotion standards, policies, & procedures.

UBSSW members on subcommittees of the President’s Advisory Council on Race:
- Shaanta Murshid: Recruitment, Mentoring, & Retention
- Filomena Critelli: Pedagogy
- Laina Bay-Cheng: Scholarship, Tenure, & Recognition

Review of UBSSW Bylaws is being conducted with an eye toward enabling equity in faculty governance.
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, 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 begun an audit of PhD courses for racial equity and anti-racist content.

**DSW & PhD Curricula:**
DPC is hosting a sharing session for Doctoral Faculty on 11/30/21 at noon (via Zoom) to examine the implicit curriculum in the doctoral programs. Contact Annette Semanchin Jones.

**Doctoral Students:**
UBSSW Doctoral Students have been actively engaged in anti-racist efforts.

**PhD Students:**
PhD Students wrote an Open Letter to the school to initiate important conversations in becoming an anti-racist school community. For more information, contact Candra Skrzypek or Sarah Richards-Desai.

**DPC Meetings:**
DPC meetings are now 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.

**DPC has added on-going agenda item to each meeting related to racial justice.**
Dr. Hilary Weaver and colleagues, Lacey Sloan, Carenlee Barkdull, & Pālama Leehave, authored the CSWE Statement of Accountability and Reconciliation for Harms Done to Indigenous and Tribal Peoples. This statement both acknowledges the harms done to Indigenous and Tribal Peoples by the social work profession, and acts as a key resource for steps to decolonize social work scholarship and education.

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 Fall 2021 Meetings:
  - Weds 11/17, 8:15-9:15
  - Weds 12/15, 8:15-9:15

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

Open to all Black undergraduate & graduate students

Enroll by December 1!

Students:
If you identify as a person of color and want to be on a contact list about community-building opportunities:
complete this form
More presentations planned.

Michelle Fortunado-Kewin will analyze feedback about the restorative practices process from faculty, staff and students at the end of Fall 2021.

October & November 2021

- Restorative practices process video shared with 12 MSW classes.
- Michelle Fortunado-Kewin presented the restorative practices process to 14 MSW, PhD, and DSW classes.

- Michelle Fortunado-Kewin and Diane Elze facilitated two virtual listening sessions with MSW, PhD, and DSW students in early November.

- More presentations planned.
- Michelle Fortunado-Kewin will analyze feedback about the restorative practices process from faculty, staff and students at the end of Fall 2021.
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

Student Recruitment

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