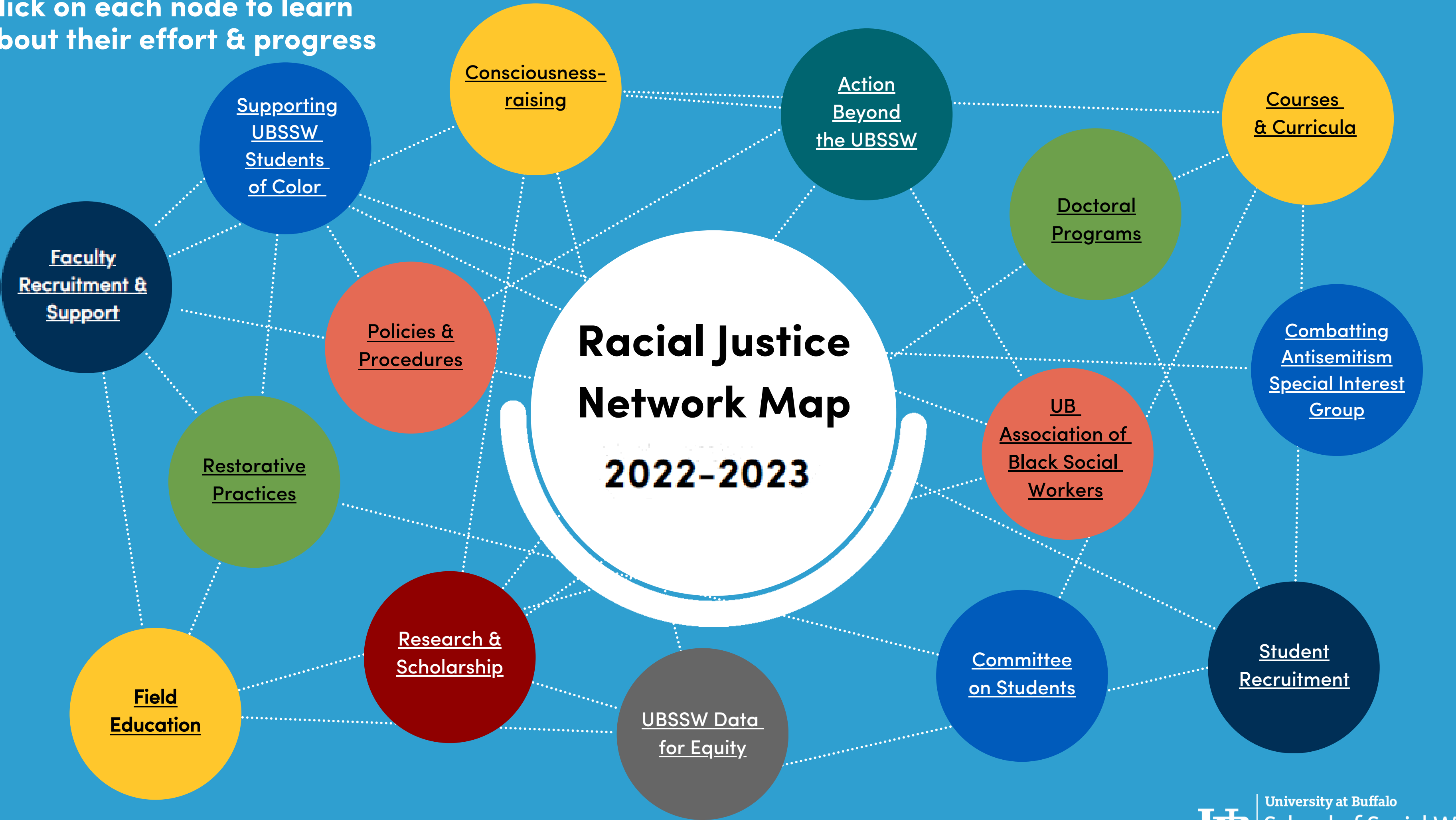


Click on each node to learn about their effort & progress



Consciousness-Raising

Global to Local Racial Justice Series

A Global to Local Racial Justice Series

FREE WEBINAR

April 10
12:30-1:30 p.m.
via Zoom

Decoloniality, Indigeneity and Queer Politics

Featuring:
Autumn Asher BlackDeer, PhD
Assistant Professor,
University of Denver Graduate
School of Social Work



To see Dr. BlackDeer's talk
[click here](#)

Events Commemorating May 14 Tops Massacre

Racial Trauma and Black Lives

Join the UB School of Social Work for a moment of learning and reflection, in remembrance of the first anniversary of the racially fueled May 14 massacre.

A UB COMMUNITY DISCUSSION
Free and open to the public



April 20
7-8:30 p.m.
Zoom

[Register now](#)



Featuring
Kenneth Hardy, PhD
Author and Expert on Racial Trauma

Faculty of Color Monthly Meetup


A combination of a solidarity group and a support group.

Global to Local Racial Justice Series

Advancing Racial Justice in Buffalo

Monday, Feb. 27
12:30 - 1:30 p.m.
Via Zoom

Featuring:
Pastor George Nicholas
CEO, Buffalo Center for Health Equity
Senior Pastor, Lincoln Memorial United Methodist Church



University at Buffalo
School of Social Work

Action Beyond the UBSSW



Faculty Affairs

Nancy J. Smyth, PhD, LCSW, Interim Associate Dean for Faculty Development, has been working with the Office of Faculty Affairs to review the promotion and tenure recommendations from the President's Advisory Commission on Race (PACOR).



Buffalo Chapter

UBSSW members of SWAA and our alum are getting back to our radical roots, with racial justice on the agenda

socialwelfareactionalliance.org

Media

UBSSW in the News

Just 2 of many news articles

UBSSW Association of Black Social Workers dig in: ["To honor Rosa Parks, these Buffalo women started shoveling snow"](#)

[Community-based programs and intergroup contact can advance anti-racism practices and promote racial unity](#)
(by Dr. Chris St. Vil & Kwasi Boaitey, LMSW)

Upcoming Presentation at CSWE APM Conference:

Cultural and Community Response Curriculum: Transforming Social Work Education and Research.

Michelle Fortunado-Kewin will be a panelist discussing how ethnic studies pedagogy can be incorporated into social work education as a way to address CSWE's Educational Policy 2.0 competency, calling for the need to integrate anti-racism, diversity, equity and inclusion approaches in the curriculum.

Courses & Curricula

Racial Justice

Projects Course: SW 978

- This course was developed by Dr. Laina Bay-Cheng during the 2021-2022 school year. The course provides students to earn credit for doing racial justice work connected to UBSSW.
- Currently, the class is taught by Michelle Fortunado Kewin, DSW, LCSW.
- Students in the 2022-2023 class worked on the following projects:

Project 3: Grad School Fair (in partnership with UB's Black Student Union) in April 2023.

It was led by UB MSW, part-time student Rosaura Romero. The goal of this project was to expose and encourage undergrad BSU students to various grad programs at UB. While the event occurred during a BSU meeting, it was open to all. UBSSW was invited to this event.

Project 1: Diversity, Equity, Accessibility & Inclusion Toolkit (DEAI) for SW students.

Created by UB MSW 2nd year/final year student Matt Cosmai, the purpose of the toolkit is to "provide social work students with a baseline understanding of the DEAI framework and how to engage organizations in integrating DEAI initiatives, including policies, procedures, and strategic goals." The next steps are to share this toolkit with MSW Field Dept & MSW Program Director this summer. The hope is that UB Field Dept & MSW Program Director can review it & possibly incorporate it or share it with MSW students.

Project 2: Diversity & Oppression Class Feedback.

An advanced year MSW student provided feedback & concerns about diversity & oppression class material that she experienced & that others shared with her. Some of the initial feedback was that some of the courses' material was triggering & focused on the negative experiences of marginalized communities. One of the recommendations was to incorporate material that also focused on the joy, success & strengths of marginalized communities. Student had a meeting with outgoing MSW Program Director, Isok Kim. Student planned on attending UBSSW's feedback session.

Fall 2023 Undergraduate Courses

SW 130: Black Lives Matter

Instructor: Cheney Brockington

SW 199: Valuing Diversity

Instructor: Tonya Myles Day

SW 199: When We Fight We Win

Instructor: Laura Lewis

**MSW Curriculum:
Revising existing course
sequences and clusters
to reflect anti-racism
more thoroughly**



Doctoral Programs

Admissions and Recruitment:
DPC partnered with the UBSSW Admissions team to strengthen recruitment and admissions for Fall 2022, using an equity lens. UBSSW also removed the GRE requirement for admissions to the PhD and DSW programs.

DPC has added on on-going agenda item to each meeting related to racial justice.

Doctoral Programs Committee (DPC) Process:

DSW & PhD Implicit Curriculum:

DPC meetings are public and transparent:
o agenda is shared with faculty, staff, and students;
o all are welcome to attend and/or share ideas.

DPC will host a sharing session in spring to explore this topic more broadly, using a racial equity lens.

DPC will look at ways to strengthen the support for faculty mentors of doctoral students.

UB Association of Black Social Workers

ubuffaloabsw@nabsw.org

Click & watch to learn about UBABSW:



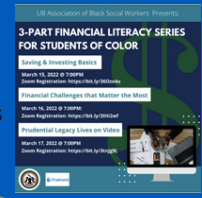
Gloria James, MSW Student, Founder UB ABSW Chapter

'22-'23
Executive Board

- Jennifer Elliott- President
- Samantha Williams- Vice President
- Lillian Agyemang- Treasurer
- Sheila Harewood- Secretary



Tiana Hill, co-founder and 2021-2022 Vice President of UBABSW, organized initiatives focused on financial wellness and health literacy.



Finances & Health

UBABSW & the UBSSW cohosted a talk by NASW president Mit Joyner with 125 attendees.

Snow Brigade

In January 2022, UBABSW members joined the Buffalo Mutual Aid Network's Snow Brigade, clearing snow from bus stops and sidewalks and calling for equitable municipal services for predominantly Black neighborhoods. [Read the Buffalo News feature here.](#)



Relationships

Treasurer Lillian Agyemang is seeking funds for UBABSW and its initiatives to support Black communities at UB and in Buffalo.



Funding

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

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

Application Policies & Procedures

- Computing stats for diversity of applicant pool
- 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

Data for Equity

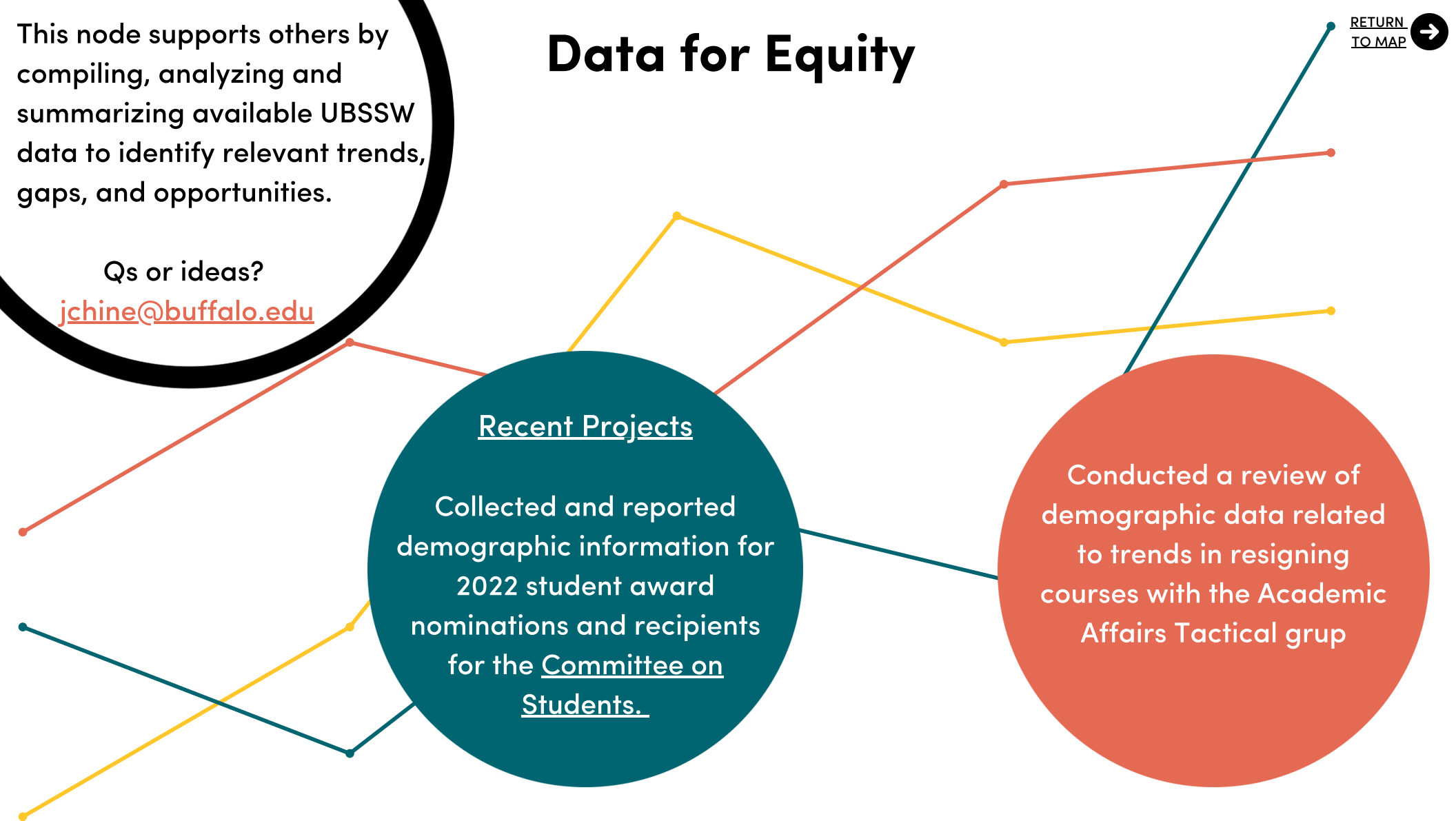
This node supports others by compiling, analyzing and summarizing available UBSSW data to identify relevant trends, gaps, and opportunities.

Qs or ideas?
jchine@buffalo.edu

Recent Projects

Collected and reported demographic information for 2022 student award nominations and recipients for the Committee on Students.

Conducted a review of demographic data related to trends in resigning courses with the Academic Affairs Tactical grup

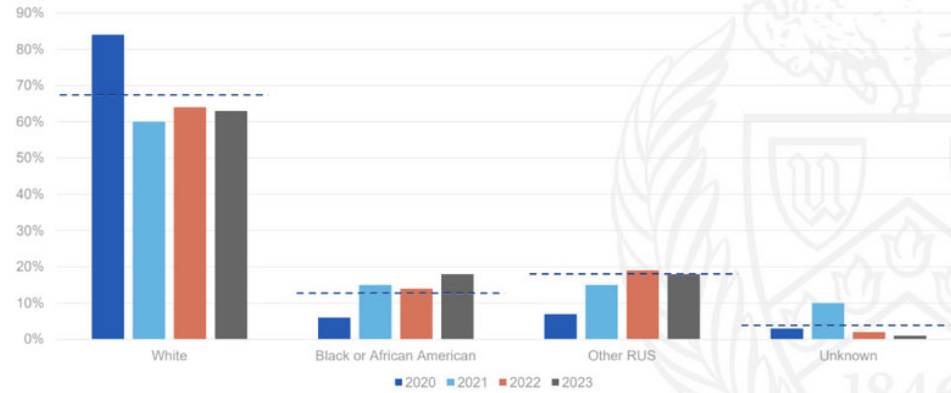


Data comes from "Race/Ethnicity" as self-reported* by students in HUB.

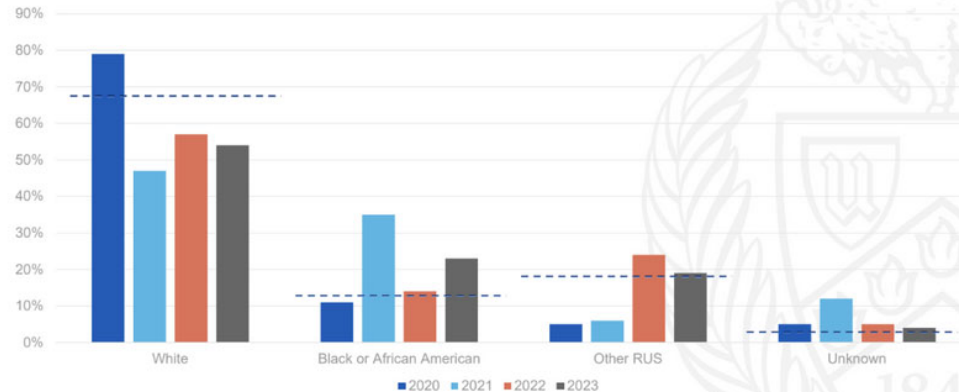
For the purposes of this review, data is presented in the following groups:
White, Black or African American, Other Racially Underrepresented Students (RUS) (including Asian students), and Unknown.

*A small percentage of students do not have a reported race/ethnicity.

Nominations by Race/Ethnicity



Winners by Race/Ethnicity





UBSSW Racial Justice Research Spotlight:

Dr. Noelle M. St. Vil, Assistant Professor and Faculty Support Liaison for Racially Underrepresented Students, has published a new article with colleagues, [Perspectives on a Couples-Based, e-Health HIV Prevention Toolkit Intervention: A Qualitative Dyadic Study with Black, Heterosexual Couples in New York State](#). For more on her research on strengthening black male-female relationships, see [here](#).

Buffalo Center for Social Research (BCSR) Climate:

- The BCSR Grants Team has incorporated 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 Committee is examining the current Research Awards
- process to ensure a racial equity lens is used to identify excellence in research.

Field Education

2022-2023

Goals and Progress

1. Creating Pathways to Paid Placements

- Acknowledging that employment-based placements are often essential for students who need to work to support themselves and their families, the field education team advertised, promoted, and held info sessions about employment-based placements. We are actively reducing barriers to employment-based field placements. Approximately 100 students are approved for employment-based placements per year.
- We are developing a residency-type field model where students could be paid for all or part of their field placement and working with the Service Collaborative to explore possibilities related to an AmeriCorps-sponsored field placement.

2. Training and Orientation

- A training on anti-racism within field education was held in Spring 2023 for faculty liaisons.
- We revamped our student evaluation process to include questions about student safety (emotional, physical).
- We piloted a field "check in" survey sent two months into field beginning to allow students to notify the field office of any concerns.

3. Intentional Site Development

- We are actively engaging, developing and supporting field sites that provide services to historically marginalized communities
- We are collaborating with and supporting diverse new field educators.



Restorative Practices at the UBSSW

Michelle Fortunado-Kewin will be presenting to UB's NEAR Mentors on "Supporting Students using a Restorative Justice Lens" on Wednesday, November 9, 2022

To learn more about her research,
[CLICK HERE](#)

Send Qs to: fortunad@buffalo.edu

Michelle Fortunado-Kewin will be presenting a modified version of her DSW Capstone Presentation, "Using Restorative Practices to Address Students' Experiences of Racism and Oppression" at CSWE APM's Conference on November 11, 2022

Faculty Recruitment & Support

Support

Nancy J. Smyth, PhD LCSW, Interim Associate Dean for Faculty Development, offered general mentoring and support for faculty members (especially those from racialized groups and women) in negotiating the various systems within the academy.

Recruitment

- We screened a racially diverse pool of candidates for open positions.
- Recruitment included outreach to HBCUs.
- We pointed to the Racial Justice Network in our employment ads.
- Racial Justice was discussed during screening interviews.

Policies & Procedures



Bylaws Ad Hoc Committee

- During 2021–2022, Drs. Patricia Logan-Greene and Wooksoo Kim steered the review of UBSSW Bylaws, gathering comparisons from peer institutions, soliciting individual feedback, and hosting group discussions.
- In May 2022, they facilitated a 1/2 day retreat at which faculty reflected on the relation of our values and principles, including racial justice, to our school bylaws and governance.
- Conversations from the retreat will help guide bylaws revision in 2022–2023.



Recruitment Committee

In 2021–2022, the Recruitment Committee took the following steps to promote equity in faculty hiring:

- Worked to build skills and strategies for recruiting more diverse faculty members (e.g., workshops, consulting Dean Alford);
- Dr. Chris St. Vil contacted all HBCUs with SW doctoral programs to invite applications;
- Revised the recruitment posting to include explicit language regarding diversity and racial justice;
- Examined other UB units' (e.g., Graduate School of Education) strategies for diversifying their ranks.

Combatting Antisemitism Special Interest Group

According to the annual ADL antisemitism report, antisemitic incidents increased by 36% in 2022 and antisemitic activity reported on college campuses increased by 41%.

For the third year in a row, the FBI reported that antisemitic attacks are the highest religious-based attacks in the country - and those are the ones that get reported.

The 2nd meeting took place on May 18, 2023. To join in, please contact either of the Co-Chairs.

**EVERYONE
IS WELCOME!**

We support and stand in solidarity with our Jewish students, faculty, and staff. Our group aims to raise awareness regarding antisemitism on campus and to advocate for inclusivity. Our invited speakers will share their research and discuss ways in which antisemitism affects us all and how we can respond.

Co-Chairs:
Dr. Jennifer Underweiser
(jbunderw@buffalo.edu)
Jacob Bernstein
(Jab24@buffalo.edu)