

**Click any node to learn more**  
 ● = new node or activity



## Racial Justice Coordinating Committee

### The RJCC functions as a hub:

- circulating resources among network nodes;
- relaying information beyond the UBSSW;
- supporting the creation of new nodes;
- unifying our diverse community and efforts to move toward racial justice.

Members of the RJCC meet and communicate regularly with each other and with network nodes to stay aware of work underway and to support those efforts. Participation is open to anyone affiliated with the UBSSW, including alumni of our programs. To learn more about who we are, how we work, and why:

- **NEW:** Read our blog post [A Networked Approach to Racial Justice](#).
- See a roster of [current RJCC members](#).
- Contact us at [sw-racialjustice@buffalo.edu](mailto:sw-racialjustice@buffalo.edu).

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## Global to Local Racial Justice Series

- Organized by the Global Interest Group
- 1<sup>st</sup> Monday of every month at 12:30pm (open to all)
- Recordings available [here](#)

## Diversity/Equity/Inclusion Surveys

- Provides understanding of where we stand and how we're doing
- Conducted at least once a year

## Faculty-Staff Book Club

- Organized by [Maureen Hammett](#) & [Dana Horne](#)
- Focused on readings about race or by authors of color
- Recent selections: *So You Want to Talk About Race* by Ijeoma Oluo; *Wow, No Thank You* by Samantha Irby

## Community Conversations

- Conversations about shared values and principles that guide our racial justice work
- **UPDATE:** Approximately 25 attendees at the March 24 conversation. We are debriefing and reflecting on next steps.



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## Faculty Peer Advisory Groups

- Open to all UBSSW faculty (full-time, part-time, PhD students)
- Opportunity to discuss experiences and exchange strategies for facilitating classroom discussions and dynamics related to racism and white supremacy
- Sessions held in February and March
- For information about upcoming meetings, contact [Isok Kim](#)

## Faculty Skills Development

- Group of faculty are interested in building capacity for facilitating class discussions and analyses of racism
- Trainings will be open to all UBSSW faculty (full-time, part-time, PhD students)
- **UPDATE:** Exploring possible collaboration with UB Counseling to tailor their workshops for UBSSW faculty
- Anyone interested in helping to plan these sessions or attend them should contact [Mickey Sperlich](#)

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## UBSSW Standing Committees

- **MSW Curriculum Committee:**
  - see [Courses & Coursework slide](#)
- **Doctoral Programs Committee:**
  - see [Doctoral Programs & Experience slide](#)
- **Committee on Students:**
  - see [Committee on Students slide](#)
- **Personnel Committee:**
  - Studying best practices for racial equity in faculty mentoring, review, retention, & recognition (e.g., awards)
  - Examining UBSSW standards, policies, & practices (formal and informal) for racial bias
- **Recruitment Committee:**
  - Reviewing policies, procedures and strategies with attention to codifying those that have been implicit or informal
  - Explicitly stating the strategies used to attract BIPOC faculty candidates

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## Doctoral Program Committee (DPC) Process:

- DPC co-chairs: [Annette Semanchin Jones](#) & [Louanne Bakk](#)
- DPC has added on on-going agenda item to each meeting related to racial justice.
- DPC meetings will be open and transparent:
  - agenda will be shared with faculty, staff, and students;
  - all are welcome to attend and/or share ideas on agenda items.

## DSW & PhD Curricula:

- DPC has begun an audit of doctoral courses for racial equity and anti-racist content
- DPC will continue to recommend changes in course overview and course objectives, based on the course audit

## Admissions and Recruitment:

- DPC is partnering with the UBSSW Admissions team to strengthen recruitment and admissions processes.
- DPC will survey GADE members to assess how other doctoral programs address racial equity in admissions.
- DPC will closely examine the GRE requirement as part of the application process within our doctoral programs.

## Doctoral Students:

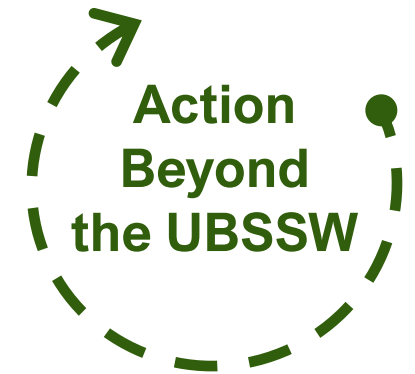
- UBSSW Doctoral Students have been actively engaged in anti-racist efforts.
- PhD Students wrote an Open Letter to the school to initiate important conversations in becoming an anti-racist school community. For more information, contact [Candra Skrzypek](#) or [Sarah Richards-Desai](#).

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- **Intentional development of field placements engaged in racial justice efforts**
- **Examination of field education language and policies**
  - Reviewing forms, language, policies, and procedures to more explicitly and fully acknowledge issues of racism and oppression that happen in field – and developing follow-up steps/processes to address
- **UPDATE: Listening circles on students' experiences in field**
  - Using [Restorative Practices](#) approach, Diane Elze facilitated three listening circles for students and Field Ed faculty (Katie McClain-Meeder or Mike Lynch) in March 2021
  - One session dedicated specifically to student experiences of racism and other forms of oppression in field
  - Summary of themes of the sessions is being compiled and the field team will discuss future action
- **Communication and training efforts**
  - Intentional discussions about racial equity with Field Community Advisory Board
  - Disseminating information, resources, and trainings related to racial justice
    - Examples: At field, two students created the [Child Welfare Chronicles](#) podcast series focused on racial disproportionality and implicit bias in the child welfare system
  - Developing training for field educators on skills for interrupting racism

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## Alumni Relations Workshop

- Focus on Race Relations
- Example: *Antiracism in Social Work Practice: From Performative Allyship to Co-Conspiracy* (with Chris Fike)

## Continuing Education Workshops

- Focus on Racial Justice
- Example: *What is Restorative Practice and How Can Restorative Justice Bring About Racial Justice?*

## #SWeduActs

- UBSSW is 1 of 4 organizers of this national group promoting antiracist social work education.
- Example: Peer support session for faculty on how race informs our teaching

## #MacroSW

- Twitter chat discussions on issues of racial justice, environmental racism, police violence.
- Example: Futures Thinking for Social Work, with Laura Nissen. Readiness of the profession to focus on equity and anti-racism.

## Free Community Resources

- Recorded lectures on racial justice; recordings [here](#)
- Cultural Humility Trainings, most recent: WNY Children's Psychiatric Center Office of Mental Health.
- Co-sponsor, with Boston University School of Social Work, *Black Contributions to Social Work: A Legacy of Black Self-Help, Resistance, and Liberation* (with Justin S. Harty)

## UBSSW in the Media

- UBSSW members regularly speak to the media about current issues.
- Example: Buffalo News quoted UBSSW professor on the city's investment in speed trap cameras that impact lower-income drivers most, rather than less punitive traffic-calming solutions. 2-23-21

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## 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 available application fee waivers
- Advocating across UB departments for extended 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 (e.g., GRE score waiver), and review process

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## Courses & Coursework

### Undergraduate courses

- Offering a seminar course on Anti-Blackness
- Incorporating racial justice in other undergraduate courses (*Social Media & Social Change*; *Intro to Community Organizing*)

### MSW courses

- Revise the master syllabi to add specific anti-racism as a course objective
- Compiling and updating racial justice related instructional resources
- Developing racial justice modules for core courses
- Discussing how to enhance and expand racial justice content in *SW 500: History & Policy* and *SW 503: Diversity & Oppression*
- Considering incorporation of skills instruction in how to interrupt racism and other forms of oppression in diverse settings
- **NEW:** Launching an elective for MSW students advancing racial justice at the UBSSW, ***SW 978: Racial Justice Projects at the UBSSW***. Contact [Laina Bay-Cheng](#) for information.

### Planning & Implementation

- Conducted a survey of faculty members to identify priorities in UBSSW curriculum development
- Reviewing courses for racial justice content (MSW curriculum committee, Undergraduate committee, Sequence & Cluster chairs)
- Discussing how to use and improve the compiled racial justice resources
- Discussing how to implement new course objectives in the classroom after creating new master syllabi

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## Restorative Process

- During Winter 2021, Diane Elze has led efforts to create a restorative process for responding to experiences of racism and other forms of oppression in the classroom or in field placement.
- Process included soliciting and incorporating feedback from UBSSW administrators, faculty, RJCC, and students.
- Process is currently in the hands of the Committee on Students for input.
- Guide is currently under development.
- First step in implementation will be to work with the Faculty Liaison for Racially Underrepresented Students, Associate Deans, Program Directors, Student Services, and Field Education to assist students who may need help.
- Facilitated three listening sessions in March 2021 for MSW students and faculty regarding field placement experiences.
- **NEW:** Planning underway for introducing restorative practices to students during student orientations for Fall 2021.

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## Support for Racialized Students, Faculty, & Staff

### Faculty of Color Meet-ups

- Hosted by [Shaanta Murshid](#)
- Monthly meetings for racialized faculty

### Students & Alumni of Color Mixers

- Facilitated by [Jenell Spitale](#) from Student Services
- Held ≈ monthly to build a network among current students, alumni, faculty, & staff of color

### Faculty Support Liaison for Racially Underrepresented Students (RUS)

- [Noelle St. Vil](#) will provide dedicated support for RUS to talk about campus/field experiences of race and racism
  - May drop-in session: May 5, 7-8pm; Or email to set up an individual appointment

### UBSSW Chapter: *National Association of Black Social Workers*

- Effort to establish chapter currently underway; contact MSW student [Gloria James](#)

### NEW: UBSSW Newcomer Student Group

- [Marcylin Morgan](#) is relaunching the UBSSW Newcomer Student group in Fall 2021

#### University wide Networks: UBSSW students, faculty, and staff are also active in:

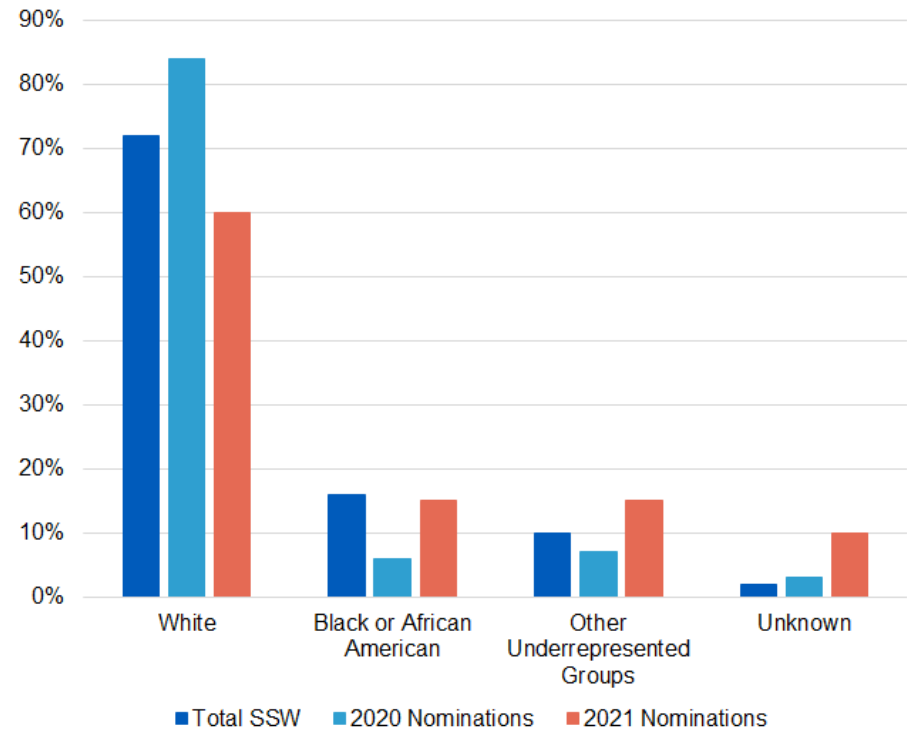
- Graduate Students of Color; contact GSOC Secretary [Sarah Quiñones](#)
- [Minority Faculty & Staff Association](#)
- [Center for Diversity Innovation Mentoring Circles](#)
- [NEAR mentoring network](#)

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- Reviewing School of Social Work policies and procedures for grievances and ethical violations
- Reviewing and adapting process for promoting and soliciting nominations for student awards
- Reviewed nomination and award data from 2020 and found that 2020 nominations and awards were disproportionality directed to white students
- Adjusted language used to solicit nominations from faculty, staff, and students
- Reviewed 2021 nomination and award data and found that 2021 nominations and awards were more representative of the total SSW population

**Student Award Nominations by Race/Ethnicity 2020 to 2021**



## UBSSW Racial Justice Scholarship Spotlight

**Dr. Noelle St. Vil** and colleagues are engaged in research that seeks to understand how residents of high risk IPV communities, particularly Black communities, explain the high rates of IPV and what they see as possible culturally responsive solutions. See [here](#) for their published article.

\*In every RJN map, we will feature research with a racial justice focus. If you have a project you would like spotlight, please contact [Annette Semanchin Jones](#).



### Research Advisory Council (RAC):

- RAC is discussing priorities for promoting racial justice in the context of research and scholarship at the UBSSW
- RAC is examining the current Research Awards process to ensure a racial equity lens is used in how we honor and acknowledge excellence in research

### Buffalo Center for Social Research (BCSR):

- BCSR Grants Team is examining the current Grants Team consultation process to include considerations of racial equity
- BCSR is committed to supporting racialized minority faculty and student scholars at UBSSW, through training and mentoring, including the newly launched Faculty Research Development and Federal Grant Writing Program.

### Other Efforts:

- UB Vice President for Research and Economic Development and Associate Deans for Research created a Subcommittee on Social Equity in Research.
- Spring 2021 – The Subcommittee on Social Equity in Research is gathering input from faculty, staff, and graduate students involved in research, through surveys and focus groups. We hope the results can inform the work of RAC and the BCSR.

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