Racial Justice Network
Map
APRIL 2022

Resources for UBSSW Members of Color

Consciousness-raising

Action Beyond the UBSSW

Courses & Curricula

Doctoral Programs

Strengthening Teaching

UB Association of Black Social Workers

Policies & Procedures

Committee on Students

Student Recruitment

Restorative Practices

Field Education

Research & Scholarship

UBSSW Data for Equity

Click on a node to learn more
**Action Beyond the UBSSW**

**International presentations on Indigeneity**

Dr. Hilary Weaver gave 2 addresses:
- *38th Social Work Day at the United Nations*
  "Indigenous Food Security in the Americas: Our Foods, Our Wellbeing, Our Sovereignty"

- *International Federation of Social Workers North America Regional Conference*
  "Degé’nya:’ Social workers honoring Indigenous journeys through respectful helping"

**Monthly Drop-in Faculty Peer Support**

1-2 PM Pacific/4-5 PM Eastern

"Dialoguing across differences in the social work classroom"

Next session: April 27

Anti-racist pedagogy and social work field education

[sweduacts.wordpress.com](http://sweduacts.wordpress.com)

UBSSW is one of the 4 national organizers.

**Food: Beyond Nutrition, it’s about Relationships & Culture**

- Corn, buffalo, salmon, taro & many other foods are our relatives
- Spiritual sustenance
- Food traditions & ceremonies: feasts, feeding others; integral to our ways of being & continuity
- Close connections to the lands & waters that sustain us

**Antiracist Pedagogy Peer Support**

Open group structure:

All social work faculty welcome.

#SWEduActs

**UBSSW Alums are part of the National SWAA Steering Committee**

[socialwelfareactionalliance.org](http://socialwelfareactionalliance.org)

Mar. 29: Crafting a Radical Social Work Manifesto

TBA: May 2022 event on "What’s So Radical about Voting? Resisting Voter Suppression Efforts"

UBSSW alums are part of the National SWAA Steering Committee

[SWAA](http://socialwelfareactionalliance.org)
Consciousness-Raising

Global to Local Lecture Series

November 1
HIV Pre-Exposure Prophylaxis, and the New AIDS Panic

December 6
Effects of the Criminal Justice System on Communities' Food Justice: Storytelling as a Means for Social Change

February 7
White Mothers and Their Negotiation of Race, Ethnicity and Class in the Parenting of Biracial Children and Adolescents

March 7
Storytelling Through Photography to Amplify Narratives of Indigenous People

April 4
Suicide Prevention among Ghanaian Youth, Black Boys and Young Men

May 2, 2022
Creating Supportive Environments for Low Income/Working Class Students
Chazz Robinson
PhD student
UB School of Ed.

Read the UBSSW GSA's Denunciation of War & Oppression here

Intergroup Dialogue: Unpacking Whiteness
Using the model of intergroup dialogue (IGD), a peer-led white caucus space for UBSSW students is ongoing. The group meets monthly to explore white identity and actionable ways to practice anti-racist social work.

UB Counseling group also called Unpacking Whiteness meeting weekly. For info, email cmbears@buffalo.edu

for info email: sukarnad@buffalo.edu
**Racial Justice Projects Course**

To enable racial justice action at the UBSSW, MSW students can receive elective credit through this course. Spring 2022 course sessions included:
- event planning centering Black communities
- anti-racist community organizing & working with accountability partners
- power mapping

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

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**SW 130: Dismantling Anti-Blackness**

Josie Diebold, the instructor shares: "This course is an opportunity to learn and do some deep political education on the historical and contemporary manifestations of racism, as well as historical and contemporary forms of resistance...My hope is that students leave the class not only with shifts in personal analysis, but also with vision and plans for being part of power-building social movement organizations."

**SW 199: Valuing Diversity**

This course enables students to go beyond buzzwords and critically examine diversity, equity, inclusion, and accessibility (DEIA) as they apply to everyday life. Students will explore how diversity and intersectionality shape human experiences to create privilege and power that systemically oppress, marginalize, and exclude people.
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 on-going agenda item to each meeting related to racial justice.
- DPC meetings are public and transparent:
  - agenda will be shared with faculty, staff, and students;
  - all are welcome to attend and/or share ideas,
  - next meeting 4/20 at 11 am;
  - Zoom link here.

DSW & PhD Curricula:
- DPC is conducting an audit of PhD courses for racial equity and anti-racist content

Doctoral Students:
- The PhD student group, Navigation, is engaged with advocacy efforts within the UBSSW and beyond. They have just completed a speakers series that focused on racial justice.
- DPC held a second sharing session to examine the implicit curriculum in the UBSSW doctoral programs, with a racial equity lens. Summary notes from those discussions will be shared soon, after eliciting more input from doctoral students.
2021-2022 Goals and Progress
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
     - Developed Field partnership with Gloria J Parks Community Center; students to start in Fall 2022

2. Revise Processes and Procedures with a lens toward racial justice and equality
   - Started overhauling the field manual
   - Develop a quality improvement process for agencies when racism and/or other forms of oppression occur (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
   - Provided a follow-up training in February to liaisons on restorative practices in field education and practiced specific scenarios
   - Increase content on race/racism within orientations (of students, field educators, liaisons)
   - Provide a training for field educators on interrupting racism in field settings
Resources for UBSSW Members of Color

Faculty Liaison for Racially Underrepresented Students
Dr. Noelle St. Vil

Last Spring 2022 group drop-in session:
Friday, May 6th from 1:15pm-2:15pm

for more info or to schedule a 1:1 appointment:
noellest@buffalo.edu

UBelong Campaign

#UBelong is a campaign aimed at countering messages of hate and intolerance that have been posted on campus.

For more information about UB School of Social Work's DEI work, visit:

See the new node for the UB Chapter of the Association of Black Social Workers

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

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 is currently being analyzed & will be shared in May 2022.

Collaboration

Follow-up training on RP with field liaisons by Diane Elze

Workshop presentation on RP to Institute on Trauma and Trauma-Informed Care by Diane Elze
Treasurer Lillian Agyemang is actively seeking funds for ABSW and its initiatives to support Black communities at UB and in Buffalo.

To find out more about the UB Chapter of ABSW, click the video below:

Gloria James, MSW Student
Founder UB ABSW Chapter

Incoming '22-'23 Executive Board
- Jennifer Elliott - President
- Samantha Williams - Vice President
- Lillian Agyemang - Treasurer
- Sheila Harewood - Secretary

Snow Brigade
In January 2022, UB ABSW members joined the Buffalo Mutual Aid Network’s Snow Brigade, clearing snow from city bus stops.
Read the Buffalo News feature here.
Past UB ABSW Events

3-PART FINANCIAL LITERACY SERIES FOR STUDENTS OF COLOR
- Saving & Investing Basics
  March 15, 2022 @ 7:00PM
  Zoom Registration: https://bit.ly/36ozz4u
- Financial Challenges that Matter the Most
  March 16, 2022 @ 7:00PM
  Zoom Registration: https://bit.ly/3lih2w6
- Prudential Legacy Lives on Video
  March 17, 2022 @ 7:00PM
  Zoom Registration: https://bit.ly/3tnjg9l

UB ASSOCIATION OF BLACK SOCIAL WORKERS PRESENTS:

A CONVERSATION WITH MILDRED C. JOYNER, NASW PRESIDENT
"THE TIME IS RIGHT FOR SOCIAL WORK, BUT IS SOCIAL WORK READY FOR THESE TIMES?"

SAVE THE DATE - APRIL 14, 2022 | 4:30 P.M. EST

Refreshments provided

WHEN: WEDNESDAY, APRIL 6TH 5-7PM
Where: Intercultural and Diversity Center
Committee on Students

Evaluating handbook policies and practices, such as policies for grievances and ethical violations.

Evaluated student award nomination information, finding that nominations and award winners have continued the trend of being more representative of the overall SSW student population than in previous years.

Student Services developed and implemented a formal tracking system for inquiries from students about possible grievances.
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.

Beginning a project with the Academic Affairs Tactical group to explore demographic data related to trends in resigning courses.
Recruitment Committee
- The committee is actively seeking to build skills and strategies for recruiting more diverse faculty members (e.g., attending workshops, hosting Dean Alford).
- In Fall 2021, Dr. Chris St. Vil reached out to all HBCUs with SW doctoral programs to encourage faculty applications.

Personnel Committee
- The Committee is examining ways to prioritize equity in promotion standards, policies, & procedures.

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

One resource:
(click image for report)
Research & Scholarship

UBSSW Racial Justice Research Spotlight:

Dr. Annahita Ball, Associate Professor, and PhD Student, Candra Skrzypek, have collaborated on multiple projects focusing on educational justice. Their recent article describes one study in which they developed and examined a transformative social-emotional learning program using intergroup dialogue to develop youths’ self- and social awareness related to social identity.

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.
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.
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