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# Action Beyond the UBSSW

## Antiracist Pedagogy Peer Support

Open group structure  
All social work faculty welcome. **#SWEdUActs**

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

#SWEdUActs 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](https://sweduacts.wordpress.com)

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

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

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

Hilary N. Weaver, DSW, CSW  
Lacey M. Sloan, PhD, MSSW  
Carenlee Barkdull, PhD, LMSW  
Pālana Lee, PhD, LCSW



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.

## Intergroup Dialogue: Unpacking Whiteness

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](mailto: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**



[RETURN  
TO MAP](#)



**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

**NEXT:**

**February 7, 2022**

White Mothers and Their  
Negotiation of Race,  
Ethnicity and Class in the  
Parenting of Biracial  
Children and Adolescents -  
Dr. Margaret O'Donoghue  
Rutgers SSW

**May 2, 2022**

Creating Supportive  
Environments for Low  
Income/Working Class  
Students - Chazz  
Robinson, PhD student, UB  
Dept. of Ed.

**April 4, 2022**

Suicide Prevention  
among Ghanaian Youth,  
Black Boys and Young  
Men - Enoch Kordjo  
Azasu, PhD Candidate,  
Brown SSW; Founder,  
STAY Ghana

**March 7, 2022**

Storytelling Through  
Photography to Amplify  
Narratives of Indigenous  
People - Dr. Amanda  
Cheromiah, Native SOAR,  
University of Arizona

# Courses & Curricula

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

## 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.

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](mailto:fmc8@buffalo.edu)



# 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](mailto: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

## Doctoral Students:

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

## 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 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 via doctoral program announcements;
- all are welcome to attend and/or share ideas on agenda items.

## DSW & PhD Curricula:

Group of doctoral faculty met on 11/30/21 to examine the implicit curriculum in the doctoral programs. Follow-up conversations will take place this spring with faculty, students, and staff.

DPC has begun an audit of PhD courses for racial equity and anti-racist content

# Field Education

## 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



# Policies & Procedures

## Personnel Committee

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

## 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).

## Bylaws Ad Hoc Committee

- 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

# Research & Scholarship

## 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](mailto:noellest@buffalo.edu)

## Students:

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

[complete this form](#)



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.

# 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.

## 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.

## 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.



# Strengthening Teaching

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

## 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](mailto:isokkim@buffalo.edu)  
for information.

## 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**



## 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

- 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