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Action Beyond the UBSSW

Antiracist Pedagogy Peer Support

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

Wed., Jan.. 26, 2022

Monthly Drop-In Peer Support
1-2pm Pacific / 4-5pm Eastern

#SWEdUActs

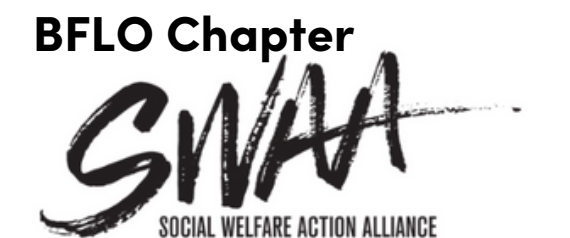
As a faculty member of color,
or as a White faculty member,
how do I manage heated
conversations between students
of color and White students?

sweduacts.wordpress.com

UBSSW's Pat Shelly is one of the
4 national organizers.

Media

Phys.org reported on the Boston-based research by Dr. Christopher St. Vil and colleague. One finding: community-based programs and intergroup-contact can advance anti-racism practices and help foster racial unity. The research team interviewed members of the nonprofit Inner City Weightlifting program.



UBSSW members of SWAA and our alums are getting back to our radical roots, w/ racial justice on the agenda.

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 meets monthly to explore white identity and actionable ways to practice anti-racist social work.

Join for a NEW GROUP starting at UB Counseling in Feb/March. For info, email cmbearss@buffalo.edu.

Consciousness-raising

UBSSW administrative team is reviewing feedback from Dr. Kenneth Hardy's December 2021 talk on integrating racial equity with trauma-informed care & human rights.

**Feedback will be used to plan
Spring 2022 sessions.**



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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

Next:

March 7, 2022

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

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

Courses & Curricula

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 include:

- event planning centering Black communities
- anti-racist community organizing & working with accountability partners
- power mapping

MSW Curriculum:
We are revising existing course sequences and clusters to reflect anti-racism more thoroughly. We also are considering both the explicit and implicit curriculum.

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

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
Generated summary of feedback from the October 2021 faculty training on responding to racial microaggressions.
[See the summary here](#)

Collected and reported 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;
- all are welcome to attend and/or share ideas,
- next meeting 2/16 at 11 am;
- Zoom link [here](#).

DSW & PhD Curricula:

DPC continues to examine the implicit curriculum with racial equity lens. Faculty and student Sharing Session will be held this Spring to continue the conversation.

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

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

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).
- 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 models for promoting 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.

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

Faculty Liaison for Racially Underrepresented Students

- Dr. Noelle St. Vil is scheduling times for group meetings in Spring 2022.
- She is also available for 1:1 appointments.

for more info:

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](#)



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Restorative Practices

Integration

Diane Elze and Michelle Fortunado-Kewin presented the Restorative Practices Process during the Adjunct Faculty orientation.

Diane Eze conducted workshops with Field Staff and Liaisons and Student Services staff on using restorative practices with students.

Collaboration

Will be working with the Social Media node to disseminate the Restorative Practices Process with students in February.

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.

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
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