UB Association of Black Social Workers
ubuffaloabsw@nabsw.org

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

Ongoing:
Treasurer Lillian Agyemang is actively seeking funds for ABSW and its initiatives to support Black communities at UB and in Buffalo.

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

Upcoming Events:
- 3-Part Financial Literacy Series for Students of Color
  - Saving & Investing Basics: March 15, 2022 @ 7:00PM
  - Financial Challenges that Matter the Most: March 16, 2022 @ 7:00PM
  - Prudential Legacy Lives on Video: March 17, 2022 @ 7:00PM

Upcoming Events:
- Cocoa & Conversations: April 14, 2022 @ 4:30 PM EST
- A Conversation with Mildred C. Joyner, NASW President
  - The Time is Right for Social Work, But Is Social Work Ready for These Times?
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.

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

DSW & PhD Curricula: 
DPC continues to examine the implicit curriculum with a racial equity lens. Faculty and student Sharing Session will be held on April 7th from noon to 1 pm to continue the conversation. Zoom link here.

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 3/16 at 11 am;
- Zoom link here.

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

Global to Local Lecture Series
for info email: sukarnad@buffalo.edu

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, 2022
Suicide Prevention among Ghanaian Youth, Black Boys and Young Men
Enoch Kordjo Azasu, PhD Candidate, Brown SSW; Founder, STAY Ghana

Immigrant & Refugee Research Institute Lecture Series
Collaborations with Refugee Communities in Buffalo: Past, Present, & Future
Isok Kim, UBSSW Associate Professor
March 18, 2022, 1-2:30pm

Learn about IRRI here
Register here

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 a NEW GROUP starting at UB Counseling in Feb/March. For info, email cmbearss@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 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
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.
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 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)
UBSSW Racial Justice Research Spotlight:

Maria Y. Rodriguez, Assistant Professor, researches the lived experience of marginalized communities as described on social media. Dr. Rodriguez, with colleagues, is presenting an upcoming Symposium on Uncommon Yet Consequential Online Harm, entitled A commentary on the confluence of disinformation, misinformation, trolling and public women of color on social media, which will be held virtually at Stanford University.

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

Spring 2022 Group Drop-In Sessions:
Friday, March 18th from 1:15pm-2:15pm
Friday, April 8th from 1:15pm -2:15pm
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: http://bit.ly/3sWdod4

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

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

Met with UB RJN Social Media team and created a plan to disseminate information about restorative practices on UB RN social media accounts.
Strengthening Teaching

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

**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
**Action Beyond the UBSSW**

**Antiracist Pedagogy Peer Support**

Wed., Feb. 23, 2022
Monthly Drop-in Faculty Peer Support
1-2 PM Pacific/ 4-5 PM Eastern

What helps create successful social issue debates in the classroom?

#SWEduActs

Next session: March 30th
sweduacts.wordpress.com

UBSSW is one of the 4 national organizers.

**Media**

*Yahoo:* Dean Emeritus Lawrence Shulman: quoted “Saving young lives: State relies on ‘voluntary services”

*Chicago Parent:* "Keeping kids with special needs safe online" quotes Asst.Professor Melanie Sage

*Buffalo News:* Family living with rats and roaches faces eviction after moratorium ends quotes alum Teresa Watson: It’s “a chronic issue across the city.”

*Buffalo News:* "To honor Rosa Parks, these Buffalo women started shoveling snow:” UBSSW Association of Black Social Workers dig in

**BFLO Chapter**

Feb. 27: Conversations about Radical Clinical Practice
socialwelfareactionalliance.org
UBSSW alums are part of the National SWAA Steering Committee