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Return
to map



UB Association of Black Social Workers

ubuffaloabsw@nabsw.org

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](#).



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.

UPCOMING EVENTS:

UB Association of Black Social Workers Presents:

3-PART FINANCIAL LITERACY SERIES FOR STUDENTS OF COLOR

Saving & Investing Basics
March 15, 2022 @ 7:00PM
Zoom Registration: <https://bit.ly/36Ozx4u>

Financial Challenges that Matter the Most
March 16, 2022 @ 7:00PM:
Zoom Registration: <https://bit.ly/3IH12wf>

Prudential Legacy Lives on Video
March 17, 2022 @ 7:00PM
Zoom Registration: <https://bit.ly/3tnJg9L>



SAVE THE DATE!

UB ASSOCIATION OF
BLACK SOCIAL
WORKERS
PRESENTS:



COCOA & CONVERSATIONS

Join us for a conversation in discussing relationships!

Refreshments provided

WHEN:
WEDNESDAY, MARCH
30TH
5-7PM

Where:
Intercultural and
Diversity Center



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

A CONVERSATION WITH MILDRED C. JOYNER, NASW PRESIDENT

"THE TIME IS RIGHT
FOR SOCIAL WORK,
BUT IS SOCIAL
WORK READY FOR
THESE TIMES?"



 University at Buffalo
School of Social Work

Sponsored by the
UB Chapter of the
National Association of Black
Social Workers

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 3/16 at 11 am;
- Zoom link [here](#).

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 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

[RETURN
TO MAP](#)



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

Immigrant & Refugee Research Institute Lecture Series

Collaborations with Refugee Communities in Buffalo: Past, Present, & Future

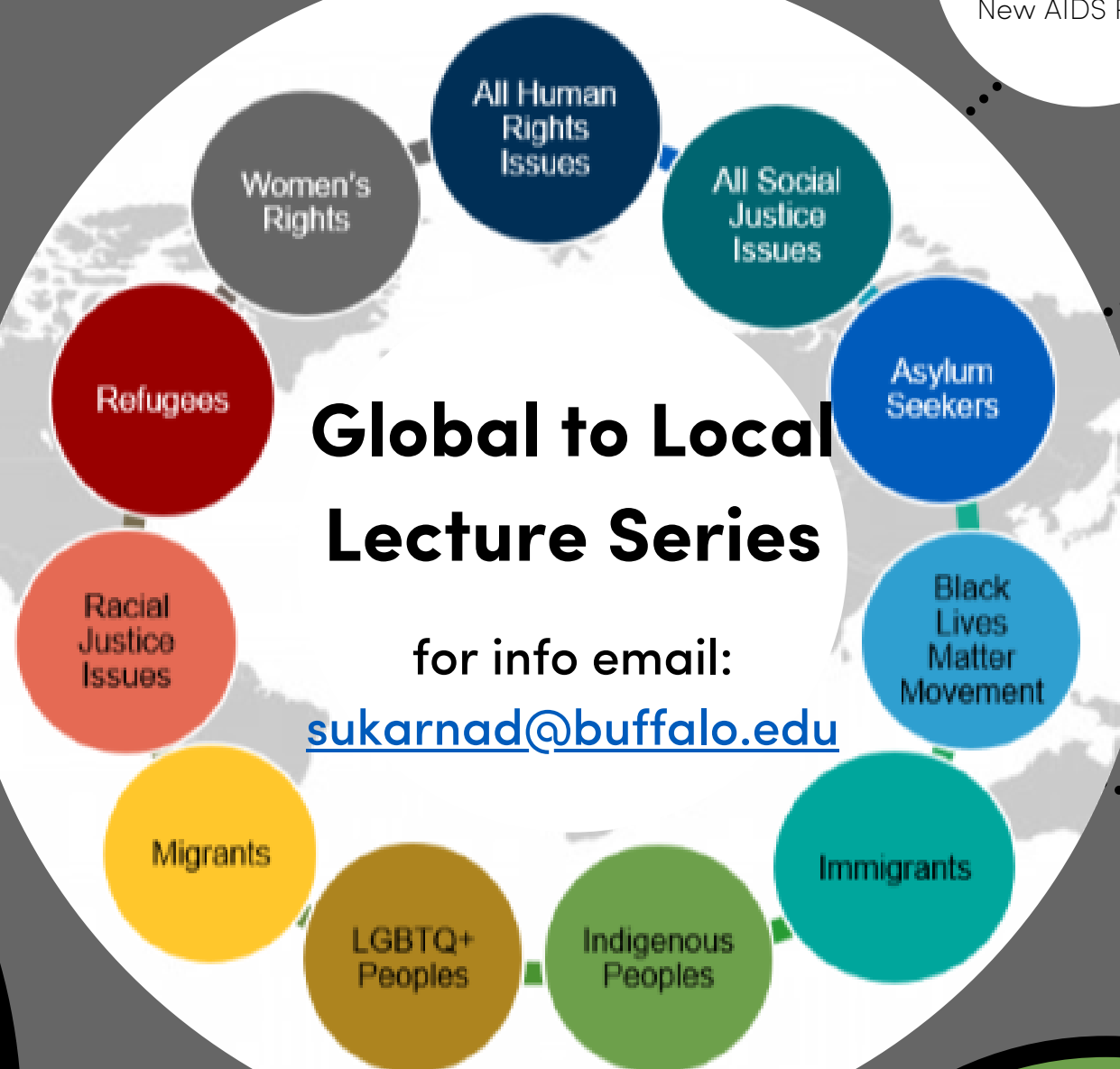
Isok Kim, UBSSW Associate Professor
March 18, 2022, 1-2:30pm

[Learn about IRRI here](#)
[Register here](#)

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

May 2, 2022

Creating Supportive
Environments for Low
Income/Working Class
Students

Chazz Robinson
PhD student
UB School of Ed.

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.



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.

One resource:
(click image for report)



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:

[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>

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

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

***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

Action Beyond the UBSSW

Antiracist Pedagogy Peer Support

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

Wed., Feb. 23, 2022

Monthly Drop-in Faculty Peer Support
1-2 PM Pacific/ 4-5 PM Eastern

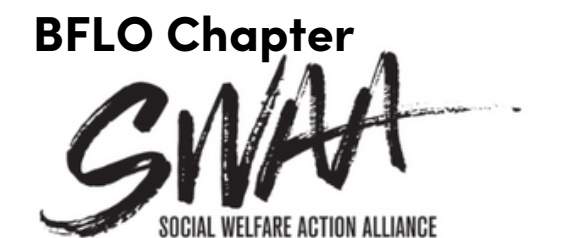
#SWEDuActs

What helps create successful
social issue debates
in the classroom?

sweduacts.wordpress.com

Next session: March 30th

UBSSW is one of the
4 national organizers.



Feb. 27: Conversations about
Radical Clinical Practice

socialwelfareactionalliance.org

UBSSW alums are part of the
National SWAA Steering Committee

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