

Click any node to learn more
● = new node or activity



Racial Justice Coordinating Committee

The RJCC functions as a hub:

- circulating resources among network nodes;
- relaying information beyond the UBSSW;
- supporting the creation of new nodes;
- unifying our diverse community and efforts to move toward racial justice.

Members of the RJCC meet and communicate regularly with each other and with network nodes to stay aware of work underway and to support those efforts. Participation is open to anyone affiliated with the UBSSW, including alumni of our programs. To learn more about who we are, how we work, and why:

- Read our blog post [A Networked Approach to Racial Justice](#).
- See a roster of [current RJCC members](#).
- Contact us at sw-racialjustice@buffalo.edu.

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Global to Local Racial Justice Series

- Organized by the Global Interest Group
- **UPDATE:** See [Global to Local Racial Justice Series](#) for full list of events
- Recordings available [here](#)

Diversity/Equity/Inclusion Surveys

- Provides understanding of where we stand and how we're doing
- Conducted at least once a year
- **UPDATE:** Next survey will be available in May

Faculty-Staff Book Club

- Organized by [Maureen Hammett](#) & [Dana Horne](#)
- Focused on readings about race or by authors of color
- Recent selections: *So You Want to Talk About Race* by Ijeoma Oluo; *Wow, No Thank You* by Samantha Irby

Community Conversations

- Conversations about shared values and principles that guide our racial justice work
- Approximately 25 attendees at the March 24 conversation. We are debriefing and reflecting on next steps.



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Global to Local Racial Justice Series



The Global to Local Racial Justice Series will explore how racism affects communities globally and locally by hosting a diverse range of speakers: voices from within our school, the Buffalo community, other UB departments, and from other parts of the country. Each event will be streamed online via **Zoom**.

More information and past presentations can be obtained on our website at <http://bit.ly/2qXkQob>. If you have questions about the series or a specific event, please contact Megan at bailey25@buffalo.edu.

2020/2021 EVENTS

October 5th, 2020

Identity Politics and the complexity surrounding Black, African and African American with Dr. John Torrey

November 2nd, 2020

Transitioning Towards a Just Economy with Harper Bishop from 12:30-1:30pm

December 7th, 2020

Redefining Safety and Reimagining Security with Phylicia Brown from 12:30-1:30pm

February 1st, 2021

Racial Justice Film Event more information to come.

March 1st, 2021

Black and Asian Solidarity with Dr. Pranav Jani and Jo-Ann Yoo from 12:30-2:00pm

April 5th, 2021

Racial Justice in Child Welfare and the upEND Movement with Dean Alan Dettlaff from 12:30-1:30pm

May 3rd, 2021

Why It's Hard to Talk About Racism with Shimon Cohen and Charla Yearwood from 12:30-2:00pm



Faculty Peer Advisory Groups

- Open to all UBSSW faculty (full-time, part-time, PhD students)
- Opportunity to discuss experiences and exchange strategies for facilitating classroom discussions and dynamics related to racism and white supremacy
- Sessions held in February – April
- For information about upcoming meetings, contact [Isok Kim](#)

Faculty Skills Development

- Group of faculty are interested in building capacity for facilitating class discussions and analyses of racism
- Trainings will be open to all UBSSW faculty (full-time, part-time, PhD students)
- **UPDATE:** Planning underway for UBSSW-tailored training by Amani Johnson & Jayna Punturiero from UB Counseling Services.
- Anyone interested in helping to plan these sessions or attend them should contact [Mickey Sperlich](#)

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UBSSW Standing Committees

- **MSW Curriculum Committee:**

- see [Courses & Coursework slide](#)

- **Doctoral Programs Committee:**

- see [Doctoral Programs & Experience slide](#)

- **Committee on Students:**

- see [Committee on Students slide](#)

- **Personnel Committee:**

- Studying best practices for racial equity in faculty mentoring, review, retention, & recognition (e.g., awards)
- Examining UBSSW standards, policies, & practices (formal and informal) for racial bias

- **Recruitment Committee:**

- Reviewing policies, procedures and strategies with attention to codifying those that have been implicit or informal
- Explicitly stating the strategies used to attract BIPOC faculty candidates



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Doctoral Program Committee (DPC) Process:

- DPC co-chairs: [Annette Semanchin Jones](#) & [Louanne Bakk](#)
- DPC has added on on-going agenda item to each meeting related to racial justice.
- DPC meetings will be open and transparent:
 - agenda will be shared with faculty, staff, and students;
 - all are welcome to attend and/or share ideas on agenda items.

DSW & PhD Curricula:

- DPC has begun an audit of doctoral courses for racial equity and anti-racist content
- DPC will continue to recommend changes in course overview and course objectives, based on the course audit

Admissions and Recruitment:

- DPC is partnering with the UBSSW Admissions team to strengthen recruitment and admissions processes.
- DPC will survey GADE members to assess how other doctoral programs address racial equity in admissions.
- DPC will closely examine the GRE requirement as part of the application process within our doctoral programs.

Doctoral Students:

- UBSSW Doctoral Students have been actively engaged in anti-racist efforts.
- PhD Students wrote an Open Letter to the school to initiate important conversations in becoming an anti-racist school community. For more information, contact [Candra Skrzypek](#) or [Sarah Richards-Desai](#).

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- **Intentional development of field placements engaged in racial justice efforts**
- **Examination of field education language and policies**
 - Reviewing forms, language, policies, and procedures to more explicitly and fully acknowledge issues of racism and oppression that happen in field – and developing follow-up steps/processes to address
- **UPDATE: Listening circles on students' experiences in field**
 - Using [Restorative Practices](#) approach, Diane Elze facilitated three listening circles for students and Field Ed faculty (Katie McClain-Meeder or Mike Lynch) in March 2021
 - One session dedicated specifically to student experiences of racism and other forms of oppression in field
 - Summary of themes of the sessions is being compiled and the field team will discuss future action
- **Communication and training efforts**
 - Intentional discussions about racial equity with Field Community Advisory Board
 - Disseminating information, resources, and trainings related to racial justice
 - Examples: At field, two students created the [Child Welfare Chronicles](#) podcast series focused on racial disproportionality and implicit bias in the child welfare system
 - Developing training for field educators on skills for interrupting racism

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#SWeduActs

- UBSSW is 1 of 4 organizers of this national group promoting antiracist social work education.
<https://sweduacts.wordpress.com/>
- Example: April's Peer Support session for faculty on Anti-Racist Education in Social Work: How to negotiate classroom discussions with one's university DEI efforts.
- May's topic: Mutual peer facilitation on field placements and social justice race, privilege and oppression.

Alumni Relations Workshop

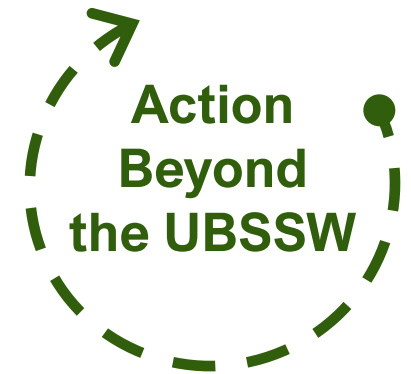
- Focus on Race Relations
Example: *Antiracism in Social Work Practice: From Performative Allyship to Co-Conspiracy* (with Chris Fike)

Continuing Education Workshops

- Focus on Racial Justice
Example: *What is Restorative Practice and How Can Restorative Justice Bring About Racial Justice?*

UBSSW in the Media

- UBSSW members regularly speak to the media about current issues.



Free Community Resources

- Recorded lectures on racial justice [here](#).
Note: May 2021 Global to Local Racial Justice event, *Why It's Hard to Talk About Racism*, had the highest number of attendees outside UBSSW of any of these monthly sessions.
- Training in cultural humility, recognizing bias, and countering microaggressions. [Module available here](#).
- Above materials have been used by the US Peace Corps Behavioral Health & Outreach Unit and by social work field educators at Flinders University in Australia.

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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 available application fee waivers
- Advocating across UB departments for extended 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 (e.g., GRE score waiver), and review process

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Undergraduate courses

- Offering a seminar course on Anti-Blackness
- Incorporating racial justice in other undergraduate courses (*Social Media & Social Change*; *Intro to Community Organizing*)

MSW courses

- Revising the master syllabi to add specific anti-racism as a course objective
- Compiling and updating racial justice related instructional resources
- Developing racial justice modules for core courses
- Discussing how to enhance and expand racial justice content in *SW 500: History & Policy* and *SW 503: Diversity & Oppression*
- Considering incorporation of skills instruction in how to interrupt racism and other forms of oppression in diverse settings
- Launched MSW elective, ***SW 978: Racial Justice Projects at the UBSSW***. Contact [Laina Bay-Cheng](#) for information.

Planning & Implementation

- Conducted a survey of faculty members to identify priorities in UBSSW curriculum development
- Reviewing courses for racial justice content (MSW curriculum committee, Undergraduate committee, Sequence & Cluster chairs)
- Discussing how to use and improve the compiled racial justice resources
- Discussing how to implement new course objectives in the classroom after creating new master syllabi

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● Restorative Process

- Committee on Students shared its input on restorative process with Diane Elze.
- The recommended process and an implementation guide for faculty and staff will be distributed to the Faculty Council prior to the May 13th faculty meeting. Diane Elze will discuss the recommended process and the guide at the meeting.
- Faculty members and students have engaged in facilitated restorative conversations over the last month.
- An orientation to RP and a review of the process and guide will be scheduled with Faculty Liaison for Racially Underrepresented Students, Associate Deans, Program Directors, Student Services, and Field Education faculty and staff.
- Plans under development to provide an orientation to other faculty.
- Planning underway for introducing restorative practices to students during student orientations for Fall 2021.

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Support for Racialized Students, Faculty, & Staff

Faculty of Color Meet-ups

- Hosted by [Shaanta Murshid](#)
- Monthly meetings for racialized faculty

Students & Alumni of Color Mixers

- Facilitated by [Jenell Spitale](#) from Student Services
- Held ≈ monthly to build a network among current students, alumni, faculty, & staff of color

Faculty Support Liaison for Racially Underrepresented Students (RUS)

- [Noelle St. Vil](#) will provide dedicated support for RUS to talk about campus/field experiences of race and racism

UBSSW Chapter: *National Association of Black Social Workers*

- Effort to establish chapter currently underway; contact MSW student [Gloria James](#)

UBSSW Newcomer Student Group

- [Marcylin Morgan](#) is relaunching the UBSSW Newcomer Student group in Fall 2021

University wide Networks: UBSSW students, faculty, and staff are also active in:

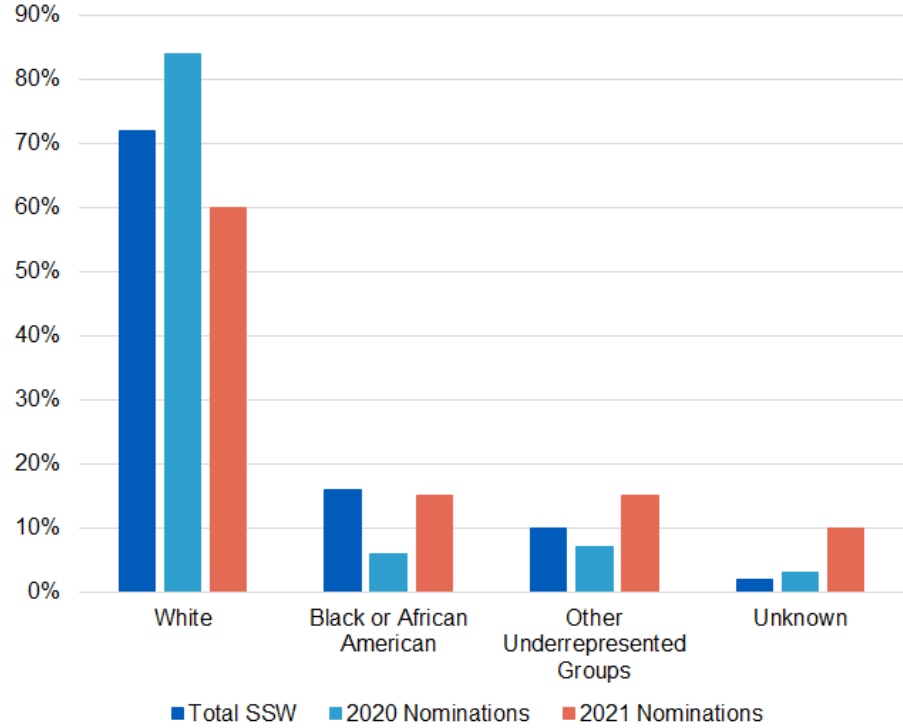
- Graduate Students of Color; contact GSOC Secretary [Sarah Quiñones](#)
- [Minority Faculty & Staff Association](#)
- [Center for Diversity Innovation Mentoring Circles](#)
- [NEAR mentoring network](#)

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Committee on Students

- Reviewing School of Social Work policies and procedures for grievances and ethical violations
- Reviewing and adapting process for promoting and soliciting nominations for student awards
- Reviewed nomination and award data from 2020 and found that 2020 nominations and awards were disproportionality directed to white students
- Adjusted language used to solicit nominations from faculty, staff, and students
- Reviewed 2021 nomination and award data and found that 2021 nominations and awards were more representative of the total SSW population

Student Award Nominations by Race/Ethnicity 2020 to 2021



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● UBSSW Racial Justice Scholarship Spotlight

PhD Candidate Josie Diebold used participatory research methods to explore how one white antiracist organization and its members worked to undermine white supremacy in their own communities, efforts that are in response to the calls of generations of leaders and activists of color. See [here](#) for her published article on this project. Josie is also part of the leadership of the Buffalo Chapter of Showing Up for Racial Justice, whose local accountability partner is Black Love Resists in the Rust.

*In every RJN map, we will feature research with a racial justice focus. If you have a project you would like spotlight, please contact [Annette Semanchin Jones](#).



Research Advisory Council (RAC):

- RAC is discussing priorities for promoting racial justice in the context of research and scholarship at the UBSSW
- RAC is examining the current Research Awards process to ensure a racial equity lens is used in how we honor and acknowledge excellence in research

Buffalo Center for Social Research (BCSR):

- BCSR Grants Team is examining the current Grants Team consultation process to include considerations of racial equity
- BCSR is committed to supporting racialized minority faculty and student scholars at UBSSW, through training and mentoring, including the newly launched Faculty Research Development and Federal Grant Writing Program.

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