Faculty Liaison for Racially Underrepresented Students
Dr. Noelle St. Vil

Through individual and group meetings, Dr. St. Vil offered UBSSW students of color dedicated, intentional support. Directed by students' interests and needs, conversations ranged from field- and class-based experiences, future plans, self-care, and reactions to race-related events at the university and school.

Dr. St. Vil will continue in this role in 2022-2023.

*To avoid workload inequities commonly experienced by faculty/staff who are women, LGBTQ+, and/or people of color, Dr. St. Vil's faculty liaison role takes the place of other school service.

Supporting UBSSW Students of Color

In 2021-2022, several Black students founded the UB Chapter of the Association of Black Social Workers and carried out a range of initiatives for Black students. Dr. Noelle St. Vil serves as a faculty liaison. Learn more about their work on the UB-ABSW node.

In Spring 2022, Dr. Hilary Weaver initiated the #UBelong campaign to counter messages of hate and intolerance that appeared across UB's campus.

For more information about UB School of Social Work's DEI work, visit: http://bit.ly/3sWdod4

The wordcloud above reflects the self-descriptions of some of the UBSSW's students of color. If you identify as a person of color and want to be on a contact list about community-building opportunities: complete this form.
Equity-Minded Faculty Workloads
What We Can and Should Do Now

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
- During 2021-2022, Drs. Patricia Logan-Greene and Wooksoo Kim steered the review of UBSSW Bylaws, gathering comparisons from peer institutions, soliciting individual feedback, and hosting group discussions.
- In May 2022, they facilitated a 1/2 day retreat at which faculty reflected on the relation of our values and principles, including racial justice, to our school bylaws and governance.
- Conversations from the retreat will help guide bylaws revision in 2022-2023.

Recruitment Committee
In 2021-2022, the Recruitment Committee took the following steps to promote equity in faculty hiring:
- Worked to build skills and strategies for recruiting more diverse faculty members (e.g., workshops, consulting Dean Alford);
- Dr. Chris St. Vil contacted all HBCUs with SW doctoral programs to invite applications;
- Revised the recruitment posting to include explicit language regarding diversity and racial justice;
- Examined other UB units' (e.g., Graduate School of Education) strategies for diversifying their ranks.

Policies & Procedures
Committee on Students

1. Evaluated handbook policies and practices, such as policies for grievances and ethical violations.

2. Evaluated student award nomination information, finding that nominations and award winners have continued the trend of being more representative of the overall SSW student population than in previous years.

3. Student Services developed and implemented a formal tracking system for inquiries from students about possible grievances.

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Black or African American</th>
<th>Other Minoritized Identities</th>
<th>Unknown</th>
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<tbody>
<tr>
<td>2020</td>
<td>84%</td>
<td>6%</td>
<td>7%</td>
<td>3%</td>
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<td>2021</td>
<td>60%</td>
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<td>2022</td>
<td>64%</td>
<td>14%</td>
<td>19%</td>
<td>2%</td>
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</table>
Courses & Curricula

Racial Justice Projects Course

Through this elective, students earn credit for taking action to promote racial justice at the UBSSW. Spring 2022 course sessions included:
- event planning centering Black communities
- anti-racist community organizing & working with accountability partners
- power mapping

Student projects included several ABSW events and initiatives, supporting the Racial Justice Network through social media and mapping, convening critical reflection groups for white students, and studying models of university-community partnerships.

DSW alum Michelle Fortunado-Kewin will offer the course in 2022-2023.

*New* Fall 2022 Undergraduate Courses

SW 130: Dismantling Anti-Blackness
Josie Diebold, the instructor shares: "This course is an opportunity to learn and do some deep political education on the historical and contemporary manifestations of racism, as well as historical and contemporary forms of resistance...My hope is that students leave the class not only with shifts in personal analysis, but also with vision and plans for being part of power-building social movement organizations."

SW 199: Valuing Diversity
This course enables students to go beyond buzzwords and critically examine diversity, equity, inclusion, and accessibility (DEIA) as they apply to everyday life. Students will explore how diversity and intersectionality shape human experiences to create privilege and power that systemically oppress, marginalize, and exclude people.

MSW Curriculum: Revising existing course sequences and clusters to reflect anti-racism more thoroughly
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

Collected and reported demographic information for 2022 student award nominations and recipients for the Committee on Students.

Conducted a review of demographic data related to trends in resigning courses with the Academic Affairs Tactical grup.
Restorative Practices at the UBSSW

Evaluation
Michelle Fortunado-Kewin, DSW presented her capstone research project, *Using Restorative Practices to Address Students' Experiences of Racism at UBSSW* on May 4, 2022.

To learn more about her research, **CLICK HERE**
Send Qs to: fortunad@buffalo.edu

DSW Capstone Showcase
WED., MAY 4, 2022
4:00-6:00PM PST
7:00-9:00PM EST

ZOOM LINK: bit.ly/3NeFoSS
Link is case sensitive

Michelle Fortunado-Kewin, LCSW, PPSC

**Topic:** Using Restorative Practices to Address Students' Experiences of Racism at UBSSW*

*Presentation will be at 4:50pm PST & it will be recorded.

Looking Ahead

Michelle Fortunado-Kewin will create a new video explaining the RP process that can be used in Fall 2022.
The RJN social media team was established with the following goals:

- Uplift current racial justice movements and initiatives within and outside of the UB campus
- Highlight and promote the work of each existing node
- Grow awareness of racial justice efforts at UB through student-to-student communication

In Spring 2022, we established a presence on three social media platforms.

On all three accounts, we've followed groups and shared events promoting racial justice on campus. We also share UBSSW-specific and Racial Justice Network node updates each month.

@RJNatUB
https://twitter.com/RJNatUB

@RJNatUB
https://www.instagram.com/rjnatub/

https://www.facebook.com/groups/rjnatub
Doctoral Programs

Doctoral Students:
The PhD student group, Navigation, is engaged in advocacy within the UBSSW and beyond, including hosting this outstanding speaker series focused on racial justice:
- Oct 2021: Dr. Noelle St Vil - incorporating anti-racism in research
- Nov 2021: Michelle Fortunado-Kewin - restorative practices in UBSSW
- Dec 2021: Dr. Theresa McCarthy, incorporating Indigenous knowledge and human rights into our research
- Mar, 2021: 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 for Fall 2022, using an equity lens.

Doctoral Programs Committee (DPC) Process:
DPC has added on-going agenda item to each meeting related to racial justice.

DPC meetings are public and transparent:
- agenda is shared with faculty, staff, and students;
- all are welcome to attend and/or share ideas,
- Final meeting 5/18 at 11 am
  Zoom link here.

DSW & PhD Curricula:
DPC held two sharing sessions this year to examine the implicit curriculum in the UBSSW doctoral programs, with a racial equity lens.
Summary notes will be shared with the UBSSW community, and will guide DPC efforts for 2022-2023.

DPC conducted an audit of PhD courses, and made recommendations to enhance racial equity and anti-racist content.
Cocoa & Conversations was held on April 6th from 5-7P in the Intercultural and Diversity Center at UB. This event provided an opportunity to engage in a discussion on dating relationships. Some topics of conversation included gender expectations, societal standards, influential factors. Hot cocoa along with other beverages and snacks were provided. This event was sponsored by UB's Health promotion office. Sixteen individuals participated in this event, facilitated by Jennifer Elliott & Shanita Glover-Mangam. Participants were fully engaged, adding great depth to the conversation. Comments from the event are below:

"I loved how everyone was open to provide details and express themselves,"
"It was great!"
"The open-table discussion left space for everyone to contribute their perspectives and add on to each personal viewpoint!"

Resources related to dating relationships were provided.

In January 2022, UBABSW members joined the Buffalo Mutual Aid Network’s Snow Brigade, clearing snow from bus stops and sidewalks and calling for equitable municipal services for predominantly Black neighborhoods. Read the Buffalo News feature here.

In the chapter’s first year, the founders of the UB’s Chapter of ABSW led multiple initiatives focusing on some of the challenges present in communities comprised of people of African ancestry.

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UBABSW & the UBSSW cohosted a talk by NASW president Mit Joyner with 125 attendees.

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Tiana Hill, co-founder and 2021-2022 Second Vice President of UBABSW, organized two of many of our initiatives focused on financial wellness and health literacy.

Both events had a great outcome, and resulted in reviews from the audience who mentioned they were empowered to take the next steps necessary to advance in their lives. These are some steps we have taken to advocate, research, and deliver human services that will enhance the quality of life for people of the Black community.

For the health literacy initiative, we invited Program Specialist, Olabowale Olola, MPH, of Erie Niagara Area Health Education Center to provide some GEMS on how communities of color can get the most out of their health.

There are profound systemic inequities and racial disparities in finances in the United States of America. For decades, many communities of color, including the Black community, have had little to no access to build wealth across generations. In our efforts to enhance access, the UBABSW invited financial specialists from Prudential Financial to present a 3-part economic literacy series for students and faculty of color. These professional advisors provided exclusive tips on ways to save, invest, and tackle many burdensome financial challenges.
2021-2022 Goals and Progress

1. Intentional site development and partnership
   - Currently working on developing and articulating field education values, including on promoting social justice and understanding the impact of oppression on marginalized groups within practice settings.
   - Developed Field partnership with Gloria J Parks Community Center; students to start in Fall 2022

2. Responsiveness to students
   - Representatives from the field department attending the Town Hall Sessions with students, May 2022
   - Sent out our annual field evaluation survey inviting students to share their experiences in and with field education
   - Establishing and refining guidelines for employment-based placements that promote learning while allowing for flexibility and balance, particularly for working and non traditional students

3. Training and Orientation Processes
   - Planning for a training for field educators on interrupting racism in field settings (Fall 2022)
UBSSW Racial Justice Research Spotlight:

Dr. Keith A. Alford, Dean of the UBSSW, wrote a chapter entitled "The uphill climb of Black men: Therapeutic treatment and educational considerations for mental health engagement," in Dr. Kenneth Hardy's newly published book, The Enduring, Invisible, and Ubiquitous Centrality of Whiteness.

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 Committee is examining the current Research Awards process to ensure a racial equity lens is used to identify excellence in research.
Action Beyond the UBSSW
2021 –2022 Review

Media
UBSSW in the News
Just 2 of many news articles

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

UBSSW is one of four national organizers of #SWEduActs. The initiative was sparked by a tweet asking how social work educators were responding to George Floyd’s murder, with the resulting hashtag: #SWEduActs

2021–2022 Monthly Drop-in Sessions
- Sept: Recommit to antiracist dialogues
- Oct: Thinking intersectionally
- Nov: Planning to teach about privilege and oppression
- Jan: Use of self in the classroom re: race
- Feb: Teaching about privilege & oppression
- Mar: Dialoguing across difference in the classroom
- Apr: Field education
- May: Developing Advocates & Agitators

sweduacts.wordpress.com

UBSSW members of SWAA and our alum are getting back to our radical roots, with racial justice on the agenda

NATIONAL SOCIAL WELFARE ALLIANCE
2021–2022 Webinars
- Feb 2022: Practicing Radical Social Work
- Mar: Creating a Radical Social Work Manifesto
- May: Social Work & The Poor People’s Campaign
- TBA: What’s So Radical about Voting? Resisting Voter Suppression Efforts

socialwelfareactionalliance.org

Community-based programs
and intergroup–contact can advance anti-racism practices
and help foster racial unity.
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

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
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**

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**UBSSW Faculty Peer Advisory Groups**

All year, Dr. Isok Kim convened informal monthly drop-in sessions for UBSSW instructors to discuss ways to address racism and other heavy topics when in the classroom.

The small gatherings (2-4 people) included fulltime and adjunct faculty members.

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

UBSSW Global Interest Group

Intergroup Dialogue: Unpacking Whiteness

Using the model of intergroup dialogue, a peer-facilitated white caucus space was held monthly for UBSSW throughout the 2021-2022 year.

Find reflections from some of the group's participants here

Though many of the participants are graduating, the group plans to continue to convene as participants enter the field.

For info, email cmbearss@buffalo.edu

Read the UBSSW GSA's Denunciation of War & Oppression here

click for details about the Global Interest Group’s 2021-2022:
Global-to-Local Speaker Series
Afghan Crisis Response
Healing & Justice Symposium
Involvement in World Refugee Day
Intergroup Dialogue: Unpacking Whiteness

Using the model of intergroup dialogue (IGD), a peer-facilitated white caucus space was held monthly for UBSSW throughout the 2021-2022 year.

Here are some reflections from participants

Participating in the Unpacking Whiteness group was a phenomenal learning experience personally and professionally. The group made space for both intellectual and vulnerable conversation. It challenged me to reflect on my white identity and verbalize what were previously largely internal contemplations. Overall, the experience encouraged me to continue on my journey of noticing, thinking critically, and taking actionable steps toward a more anti-racist way of being, especially as I enter the field as a social worker.

Hannah Chambers
MSW '22

I learned a lot about myself and my upbringing in regards to race and power when working with other students in the Unpacking Whiteness group. I was invited to think differently about the way I interact with people in my life and expanded my skills in assertiveness. This group helped me to put change into action when it comes to dismantling the underpinnings of white supremacy.

Sarah Finn
MSW '22

The Unpacking Whiteness group has provided an incredibly rich opportunity to intentionally reflect on the ways in which being white has shaped my experience of the world, and how my positionality impacts my ability and responsibility to take anti-racist action. As a social work student, the group has also been an important chance to reflect on how my racial experience and identity informs how I show up professionally, and how I occupy professional spaces. As we enter a disproportionately white profession that often disproportionately serves people of color, this critical self-awareness is so important for helping us become less complicit in—and begin to dismantle—racially oppressive systems.

Rebecca Bass
MSW '22
Global to Local Speaker Series

Event Attendance

October
Research with Indigenous Maya Migrant Communities in Mexico & the U.S.
Óscar F. Gil-García

November
"I Like to Party": The "Truvada Whore," HIV Pre-Exposure Prophylaxis & the New AIDS Panic Icon
Octavio R. González

December
"Moving Beyond Concrete and Steel: How Nature Can Facilitate Healing and Connection in the Criminal (in)Justice System
Nicole Capozziello

February
White Mothers Navigating the Parenting of Children of Color
Margaret O'Donoghue

March
Digital Caretakers: Transformation Storytelling from an Indigenous Lens
Amanda Cheromiah

April
Sociocultural Risks of Suicide Among Ghanaian Adolescents
Enoch Kordjo Azasu

May
Let in but Locked Out: Exploring Race and Class Based Equity in Graduate Education
Chazz Robinson
World Refugee Day

- Tabling and representing the UBSSW
- Connecting with International Institute, Jericho Road, and other initiatives to support immigrants & refugees
- Continue participation & support for World Refugee Day in WNY
Voices for Healing and Justice Symposium

Event Attendance

FEBRUARY 28
• "Post-Incarceration Reentry & Reconnections Film Festival
Cindi McEachon

MARCH 14
• Residential Schools: Intergenerational Impact of Unresolved Historical Trauma on Survivors -- Healing & Decolonization for Future Generations,
Dawn C. Hill

MARCH 21
• Self-Care & Collective Care for Activists

MARCH 28
• 6,730 miles from Kabul: describing the hardships many refugees and immigrants face while experiencing displacement
Milad Safary & Robabeh Ghorbanzadeh

RETURN TO MAP