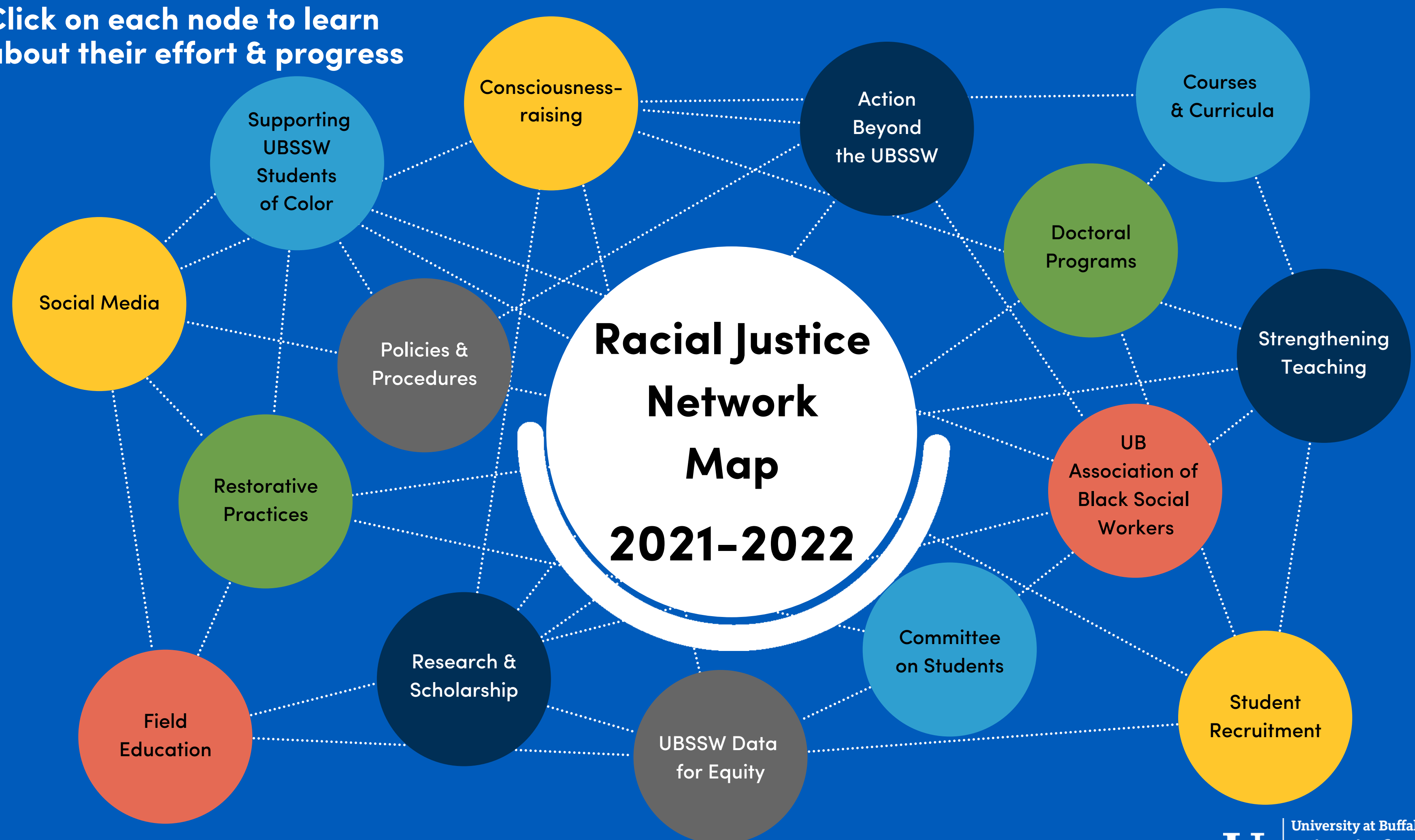


Click on each node to learn about their effort & progress





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>

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.*

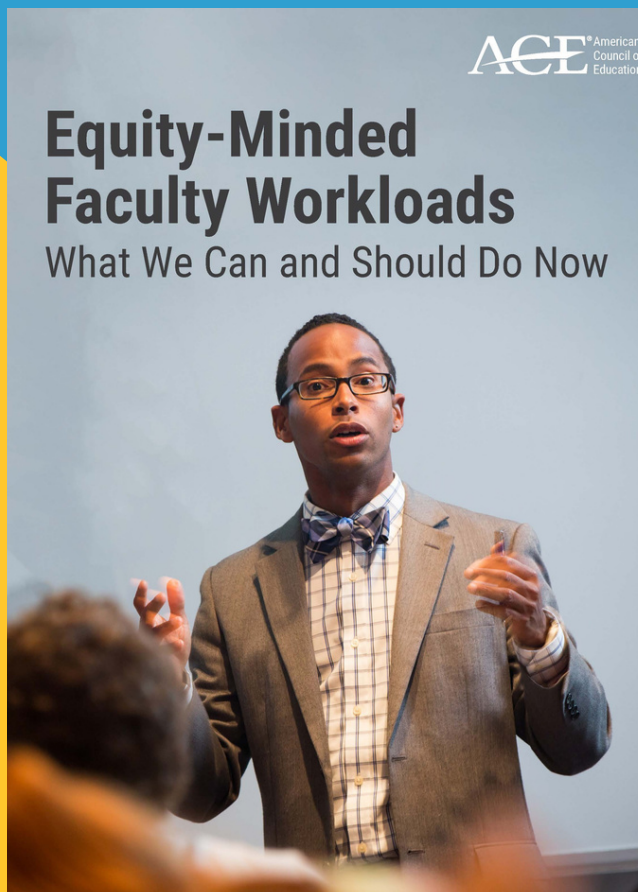


The wordcloud above reflects the self-descriptions of some of the UBSSW's students of color. If you identify as a person of color and want to be on a contact list about community-building opportunities: [complete this form](#)

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



1

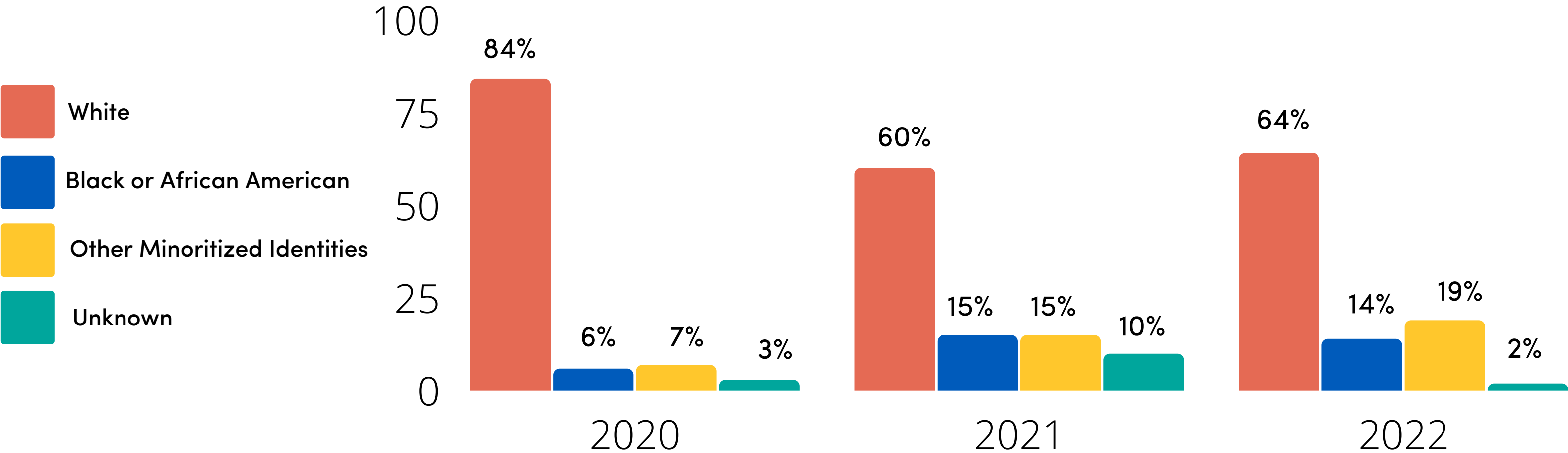
Evaluated handbook policies and practices, such as policies for grievances and ethical violations.

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.



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.

Courses & Curricula

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

***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.

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

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

Looking Ahead

Michelle Fortunado-Kewin's DSW
Capstone Research using UBSSW's
Restorative Practices Practices Process
(Elze, 2021) will be presented at CSWE
APM as a Hot Topic Presentation.



DSW Capstone Showcase

WED., MAY 4, 2022

4:00-6:00PM PST
7:00-9:00PM EST

ZOOM LINK:
bit.ly/3NeFo3S

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.

 @mfktherapy #UBDSW1



CSWE 68th Annual Program Meeting
November 10-13 | Anaheim, CA



Michelle Fortunado-Kewin will create a
new video explaining the RP process
that can be used in Fall 2022.

Social Media Presence

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 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.

UB Association of Black Social Workers

ubuffaloabsw@nabsw.org

Click & watch to learn about UBABSW:



Gloria James, MSW Student, Founder UB ABSW Chapter

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.

Incoming '22-'23 Executive Board

- Jennifer Elliott- President
- Samantha Williams- Vice President
- Lillian Agyemang- Treasurer
- Sheila Harewood- Secretary



Funding

Treasurer Lillian Agyemang is seeking funds for UBABSW and its initiatives to support Black communities at UB and in Buffalo.

Relationships

Mit Joyner

UB ASSOCIATION OF BLACK SOCIAL WORKERS PRESENTS:

COCOA& CONVERSATIONS

WINNER OF THE VIOLENCE PREVENTION AWARD "22"

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 snack 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.

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

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

Finances & Health

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

Learn more [here](#).

The UB Association of Black Social Workers presents

GETTING THE MOST OUT OF YOUR HEALTH COVERAGE

Shawne Dita, MPH will provide information about ways to improve your health by maximizing the benefits from your health coverage. Black maternal health, and more!

April 11, 2022 | 7PM EST
Meeting ID: 929 8561 4709
No passcode required.

Brought to you by: Erie Niagara Area Health Education Center

For more information about this event, contact: UB@FALC@buffalo.edu



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/36Qz4x4>

Financial Challenges that Matter the Most
March 16, 2022 @ 7:00PM
Zoom Registration: <https://bit.ly/3JH2zef>

Prudential Legacy Lives on Video
March 17, 2022 @ 7:00PM
Zoom Registration: <https://bit.ly/3n1g9t4>

Snow Brigade



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](#).

Initiatives for Financial Wellness and Health Literacy

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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.

The UB Association of Black Social Workers presents

GETTING THE MOST OUT OF YOUR HEALTH COVERAGE




Olabowale Olola, MPH will provide information about ways to improve your health by maximizing the benefits from your health coverage, Black maternal health, and more!



April 11, 2022 | 7PM EST
Meeting ID: 929 8561 4709
No passcode required.

Brought to you by:
Erie Niagara Area Health Education Center



For more information about this event, contact UBUFFALOABSW@BUFFALO.EDU

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.

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>



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.

Field Education

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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)

Research & Scholarship

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



Buffalo Chapter

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

- Nov. 2021: Social Work and the Radical Tradition
- 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

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:"

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

Antiracist Pedagogy Peer Support

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

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

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

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 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.

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

Consciousness-Raising

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Read the
UBSSW GSA's
Denunciation of War
& Oppression
[here](#)

Intergroup Dialogue: Unpacking Whiteness

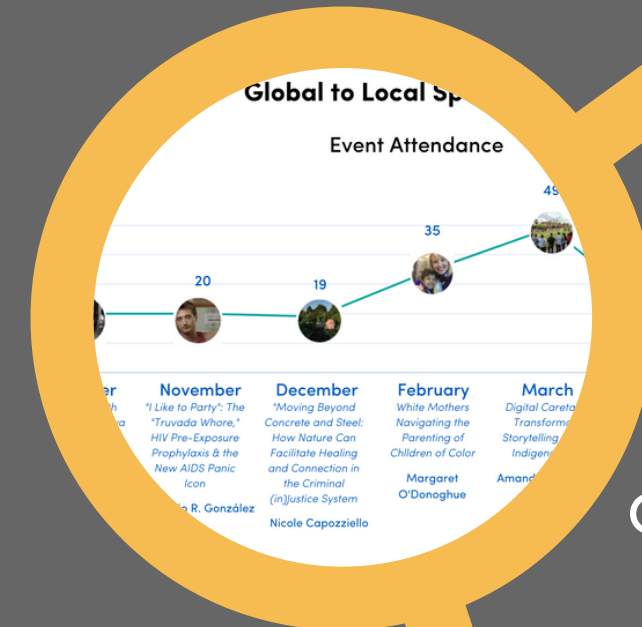
Using the model of intergroup dialogue,
a peer-facilitated white caucus space was
held monthly for UBSSW throughout the
2021-2022 year.

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.

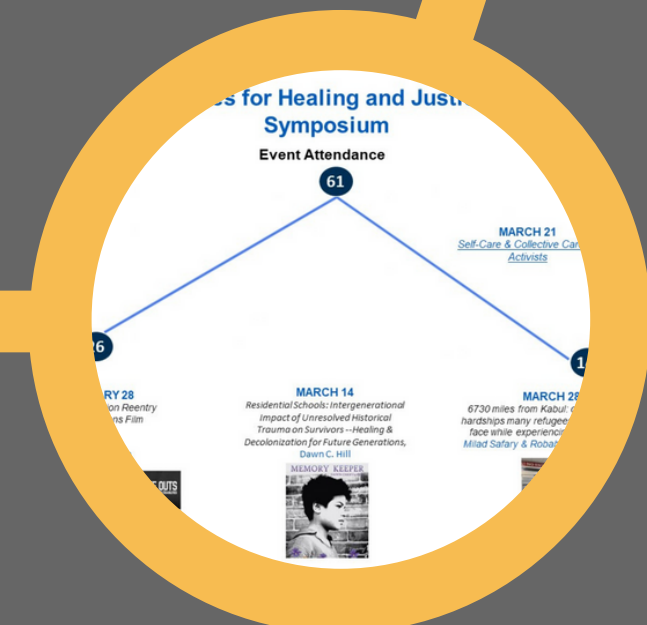
For info, email
cmbearss@buffalo.edu

UBSSW Global Interest Group



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

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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.

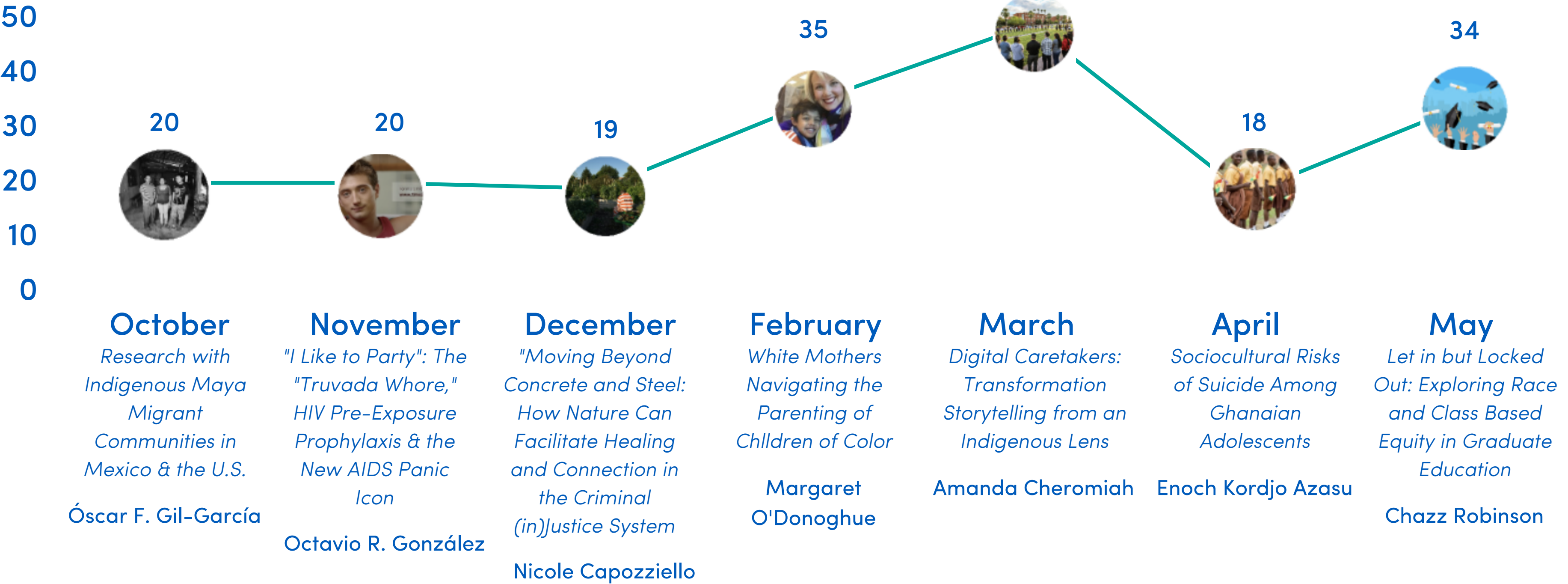
Sarah Finn
MSW '22

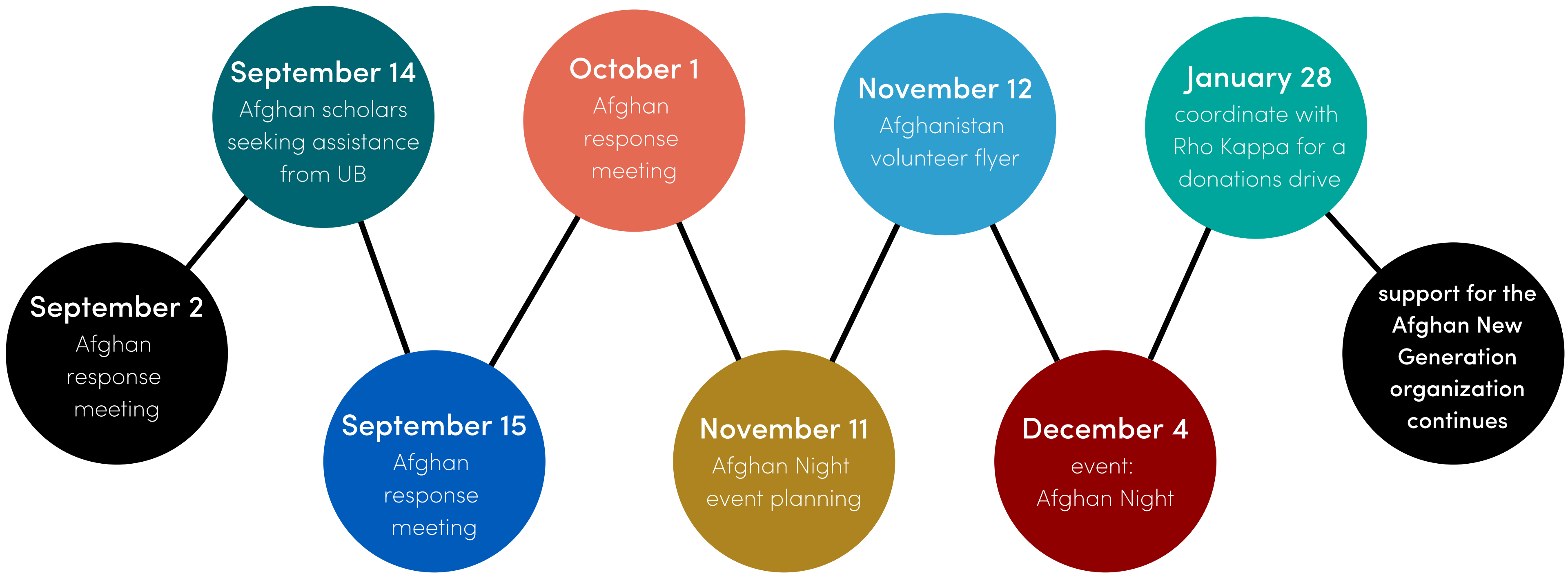
The Unpacking Whiteness group has provided an incredibly rich opportunity to intentionally reflect on the ways in which being white has shaped my experience of the world, and how my positionality impacts my ability and responsibility to take anti-racist action. As a social work student, the group has 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

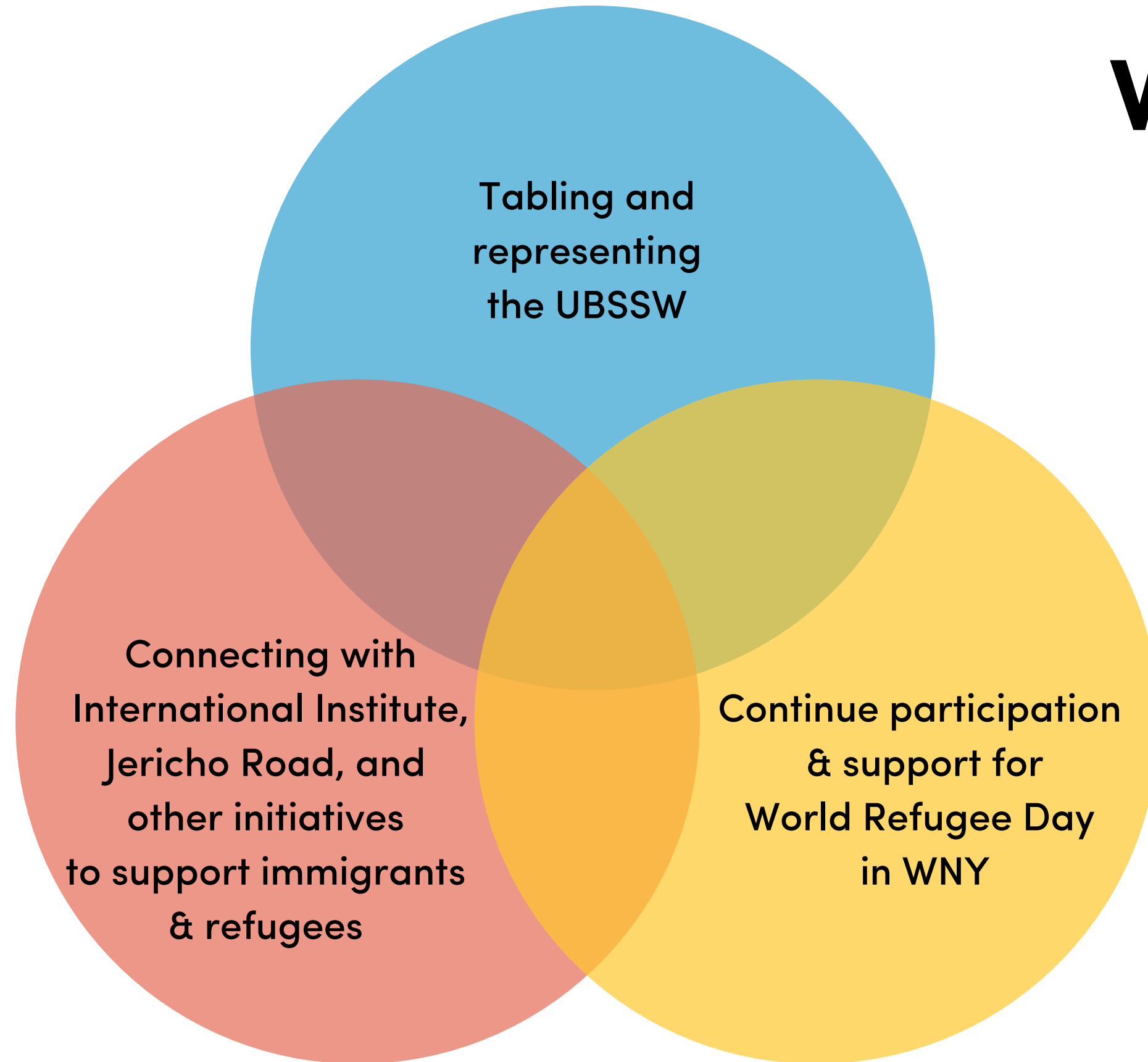




Afghan Crisis Response Efforts



World Refugee Day





Voices for Healing and Justice Symposium

Event Attendance

