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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

Action Beyond the UBSSW

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Antiracist Pedagogy Peer Support

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

October 27, 2021 Topic: #Intersectionality
Discussion: Our experiences do not stop at racial and ethnic identities. What are some of the ways we take an intersectional perspective in our anti-racist practice?

Next session: Wed. Nov. 24
4-5 PM Eastern/ 1-2 PM Pacific

Topic: Teaching about
privilege and oppression

For more info/To register for Nov.:
sweduacts.wordpress.com

- UBSSW is one of four organizers of this [national group](#).

At CSWE #APM21, Hilary Weaver presented, "Our Commitment to Justice: The Social Work Accountability Statement to Indigenous Peoples."

Dr. Weaver co-authored the statement with Lacey Sloan, Catherine Barkdull, and Pālana Lee.

CSWE Statement of
Accountability and
Reconciliation
for Harms Done
to Indigenous and
Tribal Peoples

Hilary N. Weaver, DSW, CSW
Lacey M. Sloan, PhD, MSSW
Carenlee Barkdull, PhD, LMSW
Pālana Lee, PhD, LCSW



The Buffalo chapter of the [Social Welfare Action Alliance \(SWAA\)](#) hosted the annual meeting of the National Steering Committee Oct. 1-3, with alumnae, student, and staff volunteers. Discussion included diversifying its majority-white membership.

Media

A [WKBW](#) news story included UBSSW Assistant Professor Noelle St. Vil's recent research on domestic violence in Black communities and the reasons why some women don't seek help, often due to disproportionately negative experiences with police.

Field Education

Recent Tasks

Intentional site
development: Black
Love Resists in the
Rust (2 students in
'21-22)

Summer 2021
restorative
practices training
for Field Liaisons
(Dr. Diane Elze
facilitated)

Edited Field Manual to
include: restorative
practices; more explicit
language acknowledging
potential for racism and
desire to address it within
field

Current Tasks

Develop goals for the
academic year, including
a Spring 2022 training for
Field Educators on
interrupting racism in
field.

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.

Intergroup Dialogue: whiteness & racism

Using the model of intergroup dialogue (IGD), a peer-led white affinity space is being established for UBSSW students with the goal of confronting racism and whiteness. The group includes facilitated conversations to explore white identity, white supremacy in social work, and actionable ways to practice anti-racist social work. Pilot groups conducted in November and scheduled for December 2021. For info, contact:

cmbearss@buffalo.edu

Consciousness-raising

Presentation to UBSSW faculty on the integration of racial equity with trauma-informed care & human rights.

Dr. Kenneth V. Hardy

Tuesday, December 14, 12:30-2:30pm



November 1, 2021
HIV Pre-Exposure
Prophylaxis, and the
New AIDS Panic

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December 6, 2021
Effects of the Criminal Justice
System on Communities'
Food Justice: Storytelling as
a Means for Social Change
- Nicole Capozziello, PhD
student, UB SSW

February 7, 2022
White Mothers and Their
Negotiation of Race,
Ethnicity and Class in the
Parenting of Biracial
Children and Adolescents -
Dr. Margaret O'Donoghue
Rutgers SSW

March 7, 2022
Storytelling Through
Photography to Amplify
Narratives of Indigenous
People - Dr. Amanda
Cheromiah, Native SOAR,
University of Arizona

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
Dept. of Ed.

Courses & Curricula

Racial Justice Projects Course

8 MSW & MSW/PhD students working on individual and group projects to advance racial justice at the UBSSW.

MSW Curriculum:
Piloting a process to add anti-racism in course objectives and discussing how to identify racial justice priority content throughout the curriculum.

Undergraduate Course:
**Dismantling Anti-Blackness:
On Becoming Anti-racist**

This foundational course examines historic and contemporary anti-Black racism and white supremacy in the United States. Students will analyze policies and strategies to identify, challenge, and transform the values, structures, and behaviors that perpetuate systemic racism, white supremacy and anti-blackness. Students will also engage in self-reflection, develop self-awareness, and participate in critical analysis of systems of privilege and oppression, as well develop personal strategies for becoming antiracist and facilitating change in communities and society.

Policies & Procedures

Personnel Committee

- The Committee is examining models for promoting equity in promotion standards, 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).

Bylaws Ad Hoc Committee

- Review of UBSSW Bylaws is being conducted with an eye toward enabling equity in faculty governance.

UBSSW members on subcommittees of the President's Advisory Council on Race:

- Shaanta Murshid: Recruitment, Mentoring, & Retention
- Filomena Critelli: Pedagogy
- Laina Bay-Cheng: Scholarship, Tenure, & Recognition

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 Project
Generated summary of feedback from the October 2021 faculty training on responding to racial microaggressions.
[See the summary here](#)

Current Project
Collecting and reporting demographic information for Rho Kappa, including a breakdown of members and eligible members who have not joined.

Doctoral Programs

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Doctoral Programs Committee (DPC) Process:

DPC has added on on-going agenda item to each meeting related to racial justice.

DPC meetings are now public and transparent:

- agenda will be shared with faculty, staff, and students via doctoral program announcements;
- all are welcome to attend and/or share ideas on agenda items.

DSW & PhD Curricula:

DPC is hosting a sharing session for Doctoral Faculty on 11/30/21 at noon ([via Zoom](#)) to examine the implicit curriculum in the doctoral programs. Contact [Annette Semanchin Jones](#)

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

Admissions and Recruitment:

DPC is partnering with the UBSSW Admissions team to strengthen recruitment and admissions processes.

UBSSW Doctoral Students have been actively engaged in anti-racist efforts.

Doctoral Students:

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](#).

Research & Scholarship

UBSSW Racial Justice Research Spotlight:

Dr. Hilary Weaver and colleagues, Lacey Sloan, Carenlee Barkdull, & Pālama Leehave, authored the CSWE Statement of Accountability and Reconciliation for Harms Done to Indigenous and Tribal Peoples. This statement both acknowledges the harms done to Indigenous and Tribal Peoples by the social work profession, and acts as a key resource for steps to decolonize social work scholarship and education.



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

Group for Racially Underrepresented Students

- Upcoming Fall 2021 Meetings:
 - Weds 11/17, 8:15–9:15
 - Weds 12/15, 8:15–9:15

email Dr. Noelle St. Vil to join:
noellest@buffalo.edu



**Enroll by
December
1!**

Open to all Black undergraduate
& graduate students

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

**October &
November
2021**

- Restorative practices process video shared with 12 MSW classes.
- Michelle Fortunado-Kewin presented the restorative practices process to 14 MSW, PhD, and DSW classes.

- Michelle Fortunado-Kewin and Diane Elze facilitated two virtual listening sessions with MSW, PhD, and DSW students in early November.

- More presentations planned.
- Michelle Fortunado-Kewin will analyze feedback about the restorative practices process from faculty, staff and students at the end of Fall 2021.

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