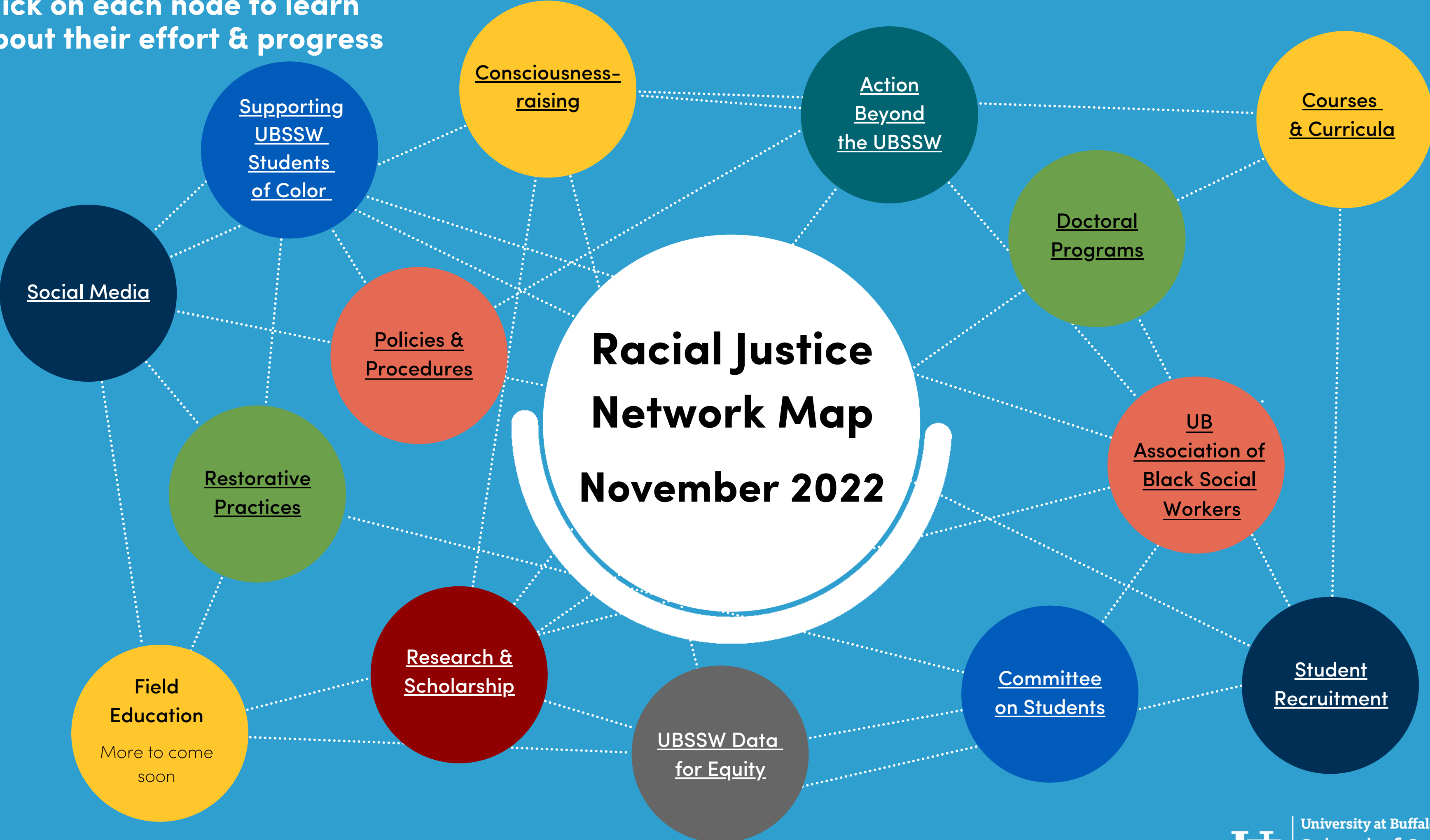


Click on each node to learn about their effort & progress



Consciousness-Raising

Faculty of Color Monthly Meetup

A combination of a solidarity group and a support group.

Rho Kappa Honor Society

The executive committee is revisiting membership criteria, analyzing data on membership demographics, and examining what excellence in social work really looks like in order to address disparities between demographics in the UBSSW and the UB Rho Kappa chapter.

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

Action Beyond the UBSSW

Faculty Affairs

Nancy J. Smyth, PhD, LCSW, Interim Associate Dean for Faculty Development, has been working with the Office of Faculty Affairs to review the promotion and tenure recommendations from the President's Advisory Commission on Race (PACOR).



Buffalo Chapter

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

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 promote racial unity

(by Dr. Chris St. Vil & Kwasi Boaitey, LMSW)



Upcoming Presentation at CSWE APM Conference:

Cultural and Community Response Curriculum: Transforming Social Work Education and Research.

Michelle Fortunado-Kewin will be a panelist discussing how ethnic studies pedagogy can be incorporated into social work education as a way to address CSWE's Educational Policy 2.0 competency, calling for the need to integrate anti-racism, diversity, equity and inclusion approaches in the curriculum.

Courses & Curricula

Racial Justice Projects Course

- SW 978: Racial Justice Projects Course: This course was developed by Dr. Laina Bay-Cheng during the 2021-2022 school year. The course provides students to earn credit for doing racial justice work connected to UBSSW.
 - Currently, 2 students are enrolled in the course & are in the planning stages of their projects. Implementation for the 2 projects will occur in Spring 2023. More information will be shared with the larger UBSSW community about the projects.
 - The course will continue in Spring 2023. There are 4 students enrolled.
 - There is still space for more students to enroll in the course.

**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.

Doctoral Programs

[RETURN TO MAP](#)



DSW & PhD Implicit Curriculum:

Admissions and Recruitment:

DPC partnered with the UBSSW Admissions team to strengthen recruitment and admissions for Fall 2022, using an equity lens. UBSSW also removed the GRE requirement for admissions to the PhD and DSW programs.

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

Doctoral Programs Committee (DPC) Process:

DPC meetings are public and transparent:

- o agenda is shared with faculty, staff, and students;
- o all are welcome to attend and/or share ideas,
- o Next meeting 11/16 at 11 am
- o Zoom link [here](#).

DPC will host a sharing session in spring to explore this topic more broadly, using a racial equity lens.

DPC will look at ways to strengthen the support for faculty mentors of doctoral students.

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.

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

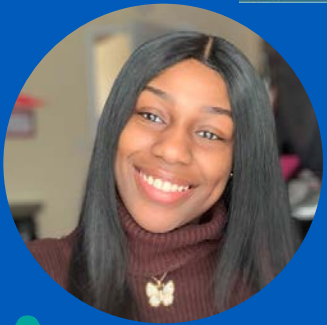
GETTING THE MOST OUT OF YOUR HEALTH COVERAGE

Shabwain 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: abs@buffalobabsw.org



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/360z4ku>

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/3jH2zef>

Finances & Health

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

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



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.](#)

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

- Computing stats for diversity of applicant pool
- 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

1

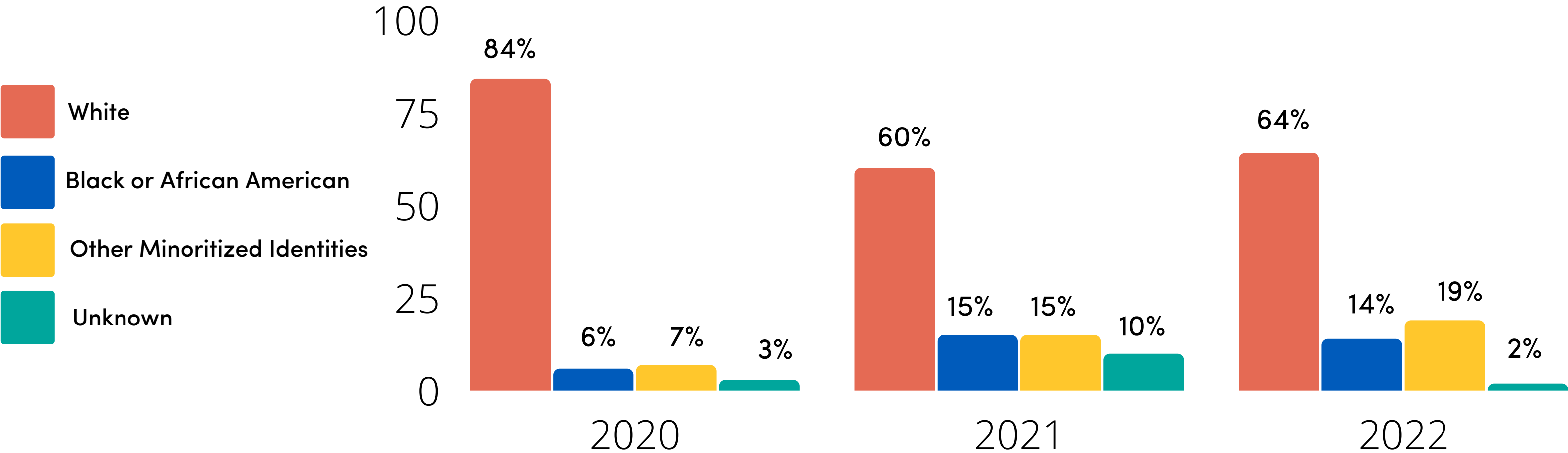
Assessing policies and procedures through an equity lens.

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.



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



UBSSW Racial Justice Research Spotlight:

Dr. Noelle M. St. Vil, Assistant Professor and Faculty Support Liaison for Racially Underrepresented Students, has published a new article with colleagues, [Perspectives on a Couples-Based, e-Health HIV Prevention Toolkit Intervention: A Qualitative Dyadic Study with Black, Heterosexual Couples in New York State](#). For more on her research on strengthening black male-female relationships, see [here](#).

Buffalo Center for Social Research (BCSR) Climate:

- The BCSR Grants Team has incorporated 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.



Restorative Practices at the UBSSW

Michelle Fortunado-Kewin will be presenting to UB's NEAR Mentors on "Supporting Students using a Restorative Justice Lens" on Wednesday, November 9, 2022

To learn more about her research,
[CLICK HERE](#)

Send Qs to: fortunad@buffalo.edu

Michelle Fortunado-Kewin will be presenting a modified version of her DSW Capstone Presentation, "Using Restorative Practices to Address Students' Experiences of Racism and Oppression" at CSWE APM's Conference on November 11, 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



@RJNatUB

<https://twitter.com/RJNatUB>



<https://www.facebook.com/groups/rjnatub>



@RJNatUB

<https://www.instagram.com/rjnatub/>

Policies & Procedures



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.



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](#)

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.