



Click any node to learn more



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.

- Email sw-racialjustice@buffalo.edu to learn more.

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Faculty-Staff Book Club

- Organized by [Maureen Hammett](#) & [Dana Horne](#)
- May focus on books re race or by authors of color

Global to Local Racial Justice Series

- Organized by the Global Interest Group
- 1st Monday of every month at 12:30pm (open to all)

DEI Surveys

- Provides understanding of where we stand and how we're doing
- Conducted at least once a year

Student-led Discussions about Racism and Privilege

- Led by MSW student
- Informal group

Restorative Practices to Dismantle Anti-Black Racism

- Diane Elze is drafting the process with input from stakeholders
- Training of faculty needs to be planned



Consciousness-raising & Restorative Practices

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UBSSW Committees

- **Committee on Students:**
 - Examining how racial bias evidences in student awards, nominations, and selection process
 - Examining how racial bias influences grievance process
- **Personnel Committee:**
 - Gathering information on 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
- **MSW Curriculum Committee:**
 - see [Courses & Coursework slide](#)
- **Doctoral Programs Committee:**
 - see [Doctoral Programs & Experience slide](#)

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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
- **Listening circles on students' experiences with racism and other forms of oppression in field**
 - Planning underway by Diane Elze and UBSSW GSA
- **Communication and training efforts**
 - Intentional discussions about racial equity with Field Community Advisory Board
 - Disseminating information, resources, and trainings related to racial justice
 - Developing training for field educators on skills for interrupting racism



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Alumni Relations Workshop

- Focus on Race Relations
- Example: From Performative Allyship to Co-Conspiracy w/Chris Fike

Continuing Education Workshops

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

#SWeduActs

- UBSSW is 1 of 4 organizers
- Example: National Teach-In on Police Brutality and Structural Racism

#MacroSW

- Twitter chat discussions on issues of racial justice, environmental racism

Free Community Resources

- Recorded lectures on racial justice; recordings [here](#)

UBSSW in the Media

- UBSSW members regularly speak to the media about current issues



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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, and 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 and an anti-racist school community. For more information, contact [Candra Skrzypek](#) or [Sarah Richards-Desai](#).



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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

- Compiling and updating racial justice related instructional resources
- Developing racial justice modules for core courses
- Discussing how to enhance and expand two racial justice core courses: *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

Planning & Implementation

- Reviewing all courses for racial justice content (MSW curriculum committee, Undergraduate committee, Sequence & Cluster chairs meetings)
- Discussing how to use and improve the compiled racial justice resources
- Discussing how to revise the master syllabi to add specific anti-racism as a course objective
- Discussing how to implement new course objectives in the classroom after creating new master syllabi



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Faculty Support Liaison for Racially Underrepresented Students (RUS)

- [Noelle St. Vil](#) serving as inaugural FSL
- Will provide space for RUS to talk about campus/field experiences of race and racism
- Support through individual meetings and monthly group drop-in sessions
- Will relay concerns and offer suggestions to UBSSW units

Faculty of Color Meet-ups

- Hosted by [Shaanta Murshid](#)
- Monthly meetings to develop community & exchange among racialized faculty

Students & Alumni of Color Mixers

- Facilitated by [Jenell Spitale](#) from Student Services
- Held ≈ 2x/semester to help students of color build support & professional networks with peers, alumni, faculty, & staff

UBSSW Chapter: *National Association of Black Social Workers*

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

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](#)



Support for Racialized Students, Faculty, & Staff

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