



COUNCIL ON SOCIAL WORK EDUCATION

Commission for Diversity and Social and Economic Justice
Report to the Board of Directors

March 2023

The Commission for Diversity and Social and Economic Justice (CDSEJ) has been very productive over the last year (2/2022-2/2023) with activities to support its charge. These include the various activities of the four councils as highlighted in this report. The Commission is currently in a leadership transition as Dr. Michael Robinson stepped down from the Commission in December 2022. As the other co-chair of the Commission, Dr. Bronwyn Cross-Denny was appointed as lead co-chair and will serve on the Board of Directors from 12/2022 through the end of her term in June 2024. Dr. Lissa Schwander is the new member-at-large that was added to the Commission to replace Dr. Robinson. In the Commission's January meeting, the transition was discussed and the co-chair selection process reviewed. The Commission decided that a member-at-large should take on the co-chair role and Dr. Schwander has volunteered.

The report includes activities accomplished by the Commission and its four councils as provided by their co-chairs. See attachments for full council reports.

Commission Members

Monique Apple, Indigenous & Tribal Social Work Education Association

Bronwyn Cross-Denny, At-Large Member, Co-Chair 2022-2024

Heather Donahue, CSWE Staff Liaison

Yarneccia Dyson, Black Social Work Educators Assoc. Rep

Karina Gil, Association of Latina/Latino Social Work Educators Rep

Johnnie Hamilton-Mason, At-Large Member

Sharvari Karandikar, South Asian Faculty & Doctoral Student Group Rep

Youseung Kim, Korean Social Work Educators Association Rep

Erin Nau*, Co-Chair CRSWSWE 2022-2023

Leah Prussia, At-Large Member

Lissa Schwander, At-Large Member

Claudia Sellmaier*, Co-Chair CDPD 2021-2024

Melissa Singh*, Co-Chair CRECD 2021-2023

Joshua Torres Hassett*, Co-Chair CSOGIE 2022-2023

Jerry Watson, At-Large Member

Shiyou Wu, Asian and Pacific Islander SW Educators Assoc. Rep

Councils of the Commission and Co-Chairs

Council on Disability & Persons with Disabilities (CDPD)

Michael Clarkson-Hendrix (SUNY Fredonia)
Claudia Sellmaier (University of Washington Tacoma)*

Council on Racial, Ethnic, and Cultural Diversity (CRECD)
Candice C. Beasley (Tulane University)
Melissa I. Singh (University of Southern California)*

Council on the Role and Status of Women in Social Work (CRSWSWE)
Kate M. Chaffin (University of Tennessee)
Erin Nau (Monmouth University)*

Council on Sexual Orientation, Gender Identity and Expression (CSOGIE)
Joshua Torres Hassett, Ana G. Mendez University)*
Darren Whitfield (University of Maryland)

*Currently serving on the Commission

Commission Charge from the Board of Directors:

The Commission for Diversity and Social & Economic Justice shall promote in social work education inclusion, equity, social and economic justice, and the integration of knowledge of how the multiple aspects of human diversity intersect. The commission shall perform this function through establishing and advancing collaborative partnerships with all Council on Social Work Education diversity and social justice-related commissions and affiliated groups, including external intra-professional and multidisciplinary partnerships. The commission shall work directly with all organizational units of the Council on endeavors related to diversity and social and economic justice, and serve in an advisory capacity to the Center for Diversity and Social and Economic Justice. Concerning itself with the impacts of oppression, power and privilege, the Commission shall also initiate and support efforts to expand the presence of historically oppressed and under-represented populations among students, faculty, and staff in social work education programs.

Goal 1: Provide leadership for the future of social work education.

Strategies

- a. Serve as an authoritative source of information on the preparation of social workers.
- b. Collaborate with strategic partners to advance social work education and social justice domestically and globally, including Indigenous peoples.
- c. Provide thought leadership on critical issues facing social work education and research.
- d. Advocate for social work education and research both within the profession and beyond.
- e. Support data informed decision-making on the future social work workforce.

Activities to further this goal and strategies include:

- Commission:
 - Awards:
 - Carl A. Scott Memorial Lecture and Book Scholarships
 - Community Partnership Awards
 - Conference presentations: APM 2022 Connect Session
- CDPD:
 - 2022 CSWE Annual Program survey: provided survey items regarding student and faculty disability
 - Ongoing conversations with CSWE CEO and Board of Directors about accessibility at APM
- CRECD
 - Manuscripts: A total of 13 with 8 published, 3 under review, 2 in preparation
 - Conference presentations: 2 presentations with one at APM 2022 Leadership Development Institute and one at APM 2022
- CRSWSWE
 - Awards: 4 were given this year: Feminist Manuscript Award, Feminist Scholar Award, CORSW Community Impact Award, and Violence Against Women and Children Award
- CSOGIE:
 - Research study: issues of climate, inclusion and equity for LGBTQ faculty, staff, and students within social work programs.

Goal 2: Promote quality teaching, learning, and scholarship to prepare graduates for the future of social work practice.

Strategies:

- a. Provide professional and faculty development opportunities to support social work educators in their roles.
- b. Provide curricular resources that exemplify quality and innovation in social work education.
- c. Support member institutions in developing and maintaining an accredited program.
- d. Promote and ensure educational quality and continuous improvement in accredited social work programs that facilitates the preparation of competent social workers.
- e. Promote research and scholarship that informs practice and builds the science and knowledge base for social work students and educators.

Activities to further this goal and strategies include:

- Commission:
 - Awards:
 - Carl A. Scott Memorial Lecture and Book Scholarships

- Community Partnership Awards
 - Conference presentations: APM 2022 Connect Session
- CDPD:
 - Special projects funding (\$1,219.79): *Experiences of Social Work Students, Faculty, and Staff with Disabilities: Photovoice-inspired Project*: exhibited at APM Connect session; currently working on an accessible online version of the material to be hosted on the CSWE CDPD website.
 - Conference presentations: 2 at APM 2022 with one Connect Session and one presentation
 - Project: Support for Disabled Students in Practicum. A review of practicum manuals from 50 CSWE-accredited institutions for content related to disability and accommodations of students in practicum settings.
- CRECD
 - Manuscripts: A total of 5 with 2 published and 3 under review.
 - Conference presentations: A total of 5 with 2 APM 2022 (1 at Teaching Institute and 1 presentation), SSWR, Office of Field Education (virtual), Albert Schweitzer Fellowship
- CRSWSWE
 - Conference presentations: APM Connect Session – Feminism: Critical Issues & Innovative Ideas Co-Created Concept Mapping
 - Weekly online writing group for current and alumna council members
- CSOGIE:
 - Curricular guide: for social work practice with LGBTQ+ communities.

Goal 3: Support the career development of students, faculty members and administrators.

Strategies:

- a. Support student pursuit of social work as a career.
- b. Assist faculty in advancing through their academic career.
- c. Develop future leaders and administrators for social work education.
- d. Advance diversity and broaden the participation of historically underrepresented groups in social work and social work education.

Activities to further this goal and strategies include:

- Commission:
 - Awards:
 - Carl A. Scott Memorial Lecture and Book Scholarships
 - Community Partnership Awards
 - Conference presentations: APM 2022 Connect Session

- Project: discussion of racial bias of JSWE article selections
- Project: commission history
- CDPD:
 - Award: Disability Manuscript Award
 - Mentorship program: continuing to explore opportunities for developing a mentoring program for disabled faculty and students
- CRECD
 - Research project: qualitative study to explore the experience of the faculty review process among underrepresented faculty and identify barriers and challenges underrepresented faculty encounter as well as opportunities to support their success.
 - Manuscripts: 1 published and 1 under review
 - Conference presentations:
 - APM 2022 3 total with 1 for the Field Education Institute
 - Board Projects:
 - The Faculty Review Process explores the experience of the faculty review process among underrepresented faculty. This project is also a recipient of CSWE special funding.
 - Working to conceptualize a strategic plan that may be adopted by schools of social work which allows for increased licensure exam participation / 1st time pass rates by BIPOC students.
- CRSWSWE
 - Re-examined council charge and history to align needs of women in the profession
- CSOGIE
 - Awards: 2
 - Mentoring breakfast: for LGBTQ+ students and faculty at APM.

Goal 4: Foster a diverse, interconnected, and inclusive community of social work educators.

Strategies:

- a. Provide opportunities for networking and peer-to-peer learning around topics of shared interest.
- b. Provide forums to promote and disseminate research and scholarship that advance social justice, social work and social work education.
- c. Create opportunities for member engagement, volunteer leadership and shared governance.

Activities to further this goal and strategies include:

- Commission:
 - Awards:
 - Carl A. Scott Memorial Lecture and Book Scholarships
 - Community Partnership Awards
 - Conference presentations: APM 2022 Connect Session
 - Project: discussion of racial bias of JSWE article selections
 - Project: commission history
 - Leadership transition: Co-chair Michael Robinson stepped down from the commission and Bronwyn Cross-Denny will replace Michael on the Board of Directors until 7/2024. The co-chair selection process was reviewed by commission members and a new co-chair was designated, Lissa Schwander.

- CDPD
 - Conference presentations: APM Connect Session and APM interactive panel on practicum supports
 - Organizational presentation: at ADHCE The Alliance for Disability in Health Care Education monthly meeting for the development and practical application of the Disability Curricular Resources

- CRECD
 - Manuscripts: 2 published, 1 under review
 - Conference presentations: A total of 3 – 1) The Mosaic Forum: Conversations about Diversity, Equity, and Inclusion. Being the Beloved Community; 2) SSWR; 3) 25th Annual American Association of Behavioral and Social Sciences Conference
 - Organizational presentation: School of Social Work, Salem State University, Salem, MA.
 - Podcast: DEI in Social Work Education for ContinuEd's Social Work Podcast

- CRSWSWE
 - Women's Mentoring Breakfast at APM 2022

Goal 5: Ensure CSWE provides exceptional value to its members and member institutions.

Strategies:

- a. Increase understanding of and engagement in the full array of programs and services CSWE offers its members.
- b. Invest in the systems and infrastructure CSWE needs to support member engagement and data-driven decision making.
- c. Foster an inclusive workplace culture at CSWE that hires, manages, develops and retains talented and diverse employees.

Activities to further this goal and strategies include:

- Commission:
 - Leadership transition: Co-chair Michael Robinson stepped down from the commission and Bronwyn Cross-Denny will replace Michael on the Board of Directors until 7/2024. The co-chair selection process was reviewed by commission members and a new co-chair was designated, Lissa Schwander.
 - Project: discussion of racial bias of JSWE article selections
- CDPD
 - Research project: data collection about faculty/students with disabilities in social work programs that can be used for data-driven decision-making to increase access and inclusion.
- CRECD
 - Provided support to students and faculty by job posting listserv, CSWE membership outreach
 - Collaboration with CSOGIE for 2-QTPOC Social Work Impact award
- CRSWSWE
 - Supported women who reported harassment at APM 2022
- CSOGIE
 - Collaboration with CSWE leadership to ensure APM is inclusive and accessible to LGBTQ+ participants.

Looking forward, the Commission will be firming up and documenting its processes to plan for smooth operations and future leadership transitions. The Commission has formed the committees to move the main activities forward during this next year:

Carl A. Scott Memorial (Lecture and Book Scholarships)

Johnnie Hamilton Mason, chair
 Yarneccia Dyson
 Sharvari Karandikar
 Melissa Singh
 Joshua Torres Hassett

Community Partnership Action Award

Lissa Schwander, chair
 Karina Gil
 Erin Nau
 Claudia Sellmaier
 Shiyu Wu

2023 APM Connect Session

Melissa Singh, lead
 Monique Apple
 Yarneccia Dyson

Johnnie Hamilton-Mason
Youseung Kim
Lissa Schwander
Shiyu Wu

Respectfully submitted,

Bronwyn Cross-Denny, Ph.D., LCSW
Commission Co-Chair