

**Council on Social Work Education  
3 Year Comparison of Affirmative Action Data**

For purposes of the Affirmative Action Policy and Plan of the Council on Social Work Education (CSWE), under-represented groups, include but are not limited to:

- women;
- African Americans/other Blacks;
- Asian Americans, Pacific Islanders;
- Chicano/Mexican Americans, Puerto Ricans, other Latino(a)/Hispanics;
- Native Americans/American Indians;
- persons with disabilities; and
- gay, lesbian, bisexual and transgender persons.

The By-laws of the CSWE specify that a minimum of 50% of the board must be representatives of these under-represented groups. For reporting purposes, the minimum of 50% was used to assess compliance with the affirmative action plan for representation of under-represented groups in the membership of the other CSWE units (Nominating Committee, Commissions, Councils, Staff, and Site Visitors).

**CSWE Units In Compliance with Affirmative Action Plan Requirements**

	Total Number of CSWE Units*	Number of CSWE Units with 50% or Greater Representation from Under-represented Groups  N (%)
2004-2005	18	17 (94)
2005-2006	20	20 (100)
2006-2007	20	20 (100)

\* In 2004-2005 the two Global Councils did not yet exist.

**Representation of Under-Represented Groups within CSWE Units by Year**

**Native Americans/ American Indians**

	Total CSWE Units	Number of CSWE Units with CSWE representation from this group  N (%)	Number of CSWE Units with representation percentages lower than Membership	Number of CSWE Units with representation percentages equal or higher than Membership
2004-2005	18	4 (22)	1	3
2005-2006	20	10 (50)	1	9
2006-2007	20	11 (55)	1	10

\* In 2004-2005 the two Global Councils did not yet exist.

### Gay, Lesbian, Bisexual, and Transgender

	Total CSWE Units	Number of CSWE Units with CSWE representation from this group N (%)	Number of CSWE Units with representation percentages lower than Membership	Number of CSWE Units with representation percentages equal or higher than Membership
2004-2005**	18	10 (56)	4	6
2005-2006	20	17 (85)	4	13
2006-2007	20	17 (85)	4	13

\*\* Transgender was grouped with Gay, Lesbian, and Bisexual in 2004-2005 collection and reporting.

### Persons with Disabilities

	Total CSWE Units	Number of CSWE Units with CSWE representation from this group N (%)	Number of CSWE Units with representation percentages lower than Membership	Number of CSWE Units with representation percentages equal or higher than Membership
2004-2005	18	8 (44)	1	7
2005-2006	20	13 (65)	1	12
2006-2007	20	14 (70)	0	14

### African Americans/ other Blacks

	Total CSWE Units	Number of CSWE Units with CSWE representation from this group N (%)	Number of CSWE Units with representation percentages lower than Membership	Number of CSWE Units with representation percentages equal or higher than Membership
2004-2005	18	18 (100)	2	16
2005-2006	20	20 (100)	7	13
2006-2007	20	18 (90)	4	14

### Asian Americans/ Pacific Islanders

	Total CSWE Units	Number of CSWE Units with CSWE representation from this group N (%)	Number of CSWE Units with representation percentages lower than Membership	Number of CSWE Units with representation percentages equal or higher than Membership
2004-2005	18	12 (67)	3	9
2005-2006	20	18 (90)	3	15
2006-2007	20	18 (90)	2	16

### Chicano/ Mexican Americans, Puerto Ricans, Other Latino(a)s/ Hispanics

	Total CSWE Units	Number of CSWE Units with CSWE representation from this group N (%)	Number of CSWE Units with representation percentages lower than Membership	Number of CSWE Units with representation percentages equal or higher than Membership
2004-2005	18	13 (72)	3	10
2005-2006	20	19 (95)	2	17
2006-2007	20	19 (95)	2	17

\* In 2004-2005 the two Global Councils did not yet exist.