



COUNCIL ON SOCIAL WORK EDUCATION

Commission for Diversity and Social and Economic Justice 2011 Annual Update

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.

Members

Josephine Chase, Oglala Lakota College

Karen I. Fredriksen-Goldsen, University of Washington, Seattle

Patrick Leung, University of Houston, Asian and Pacific Islander SW Educators Assoc President

Bernice Liddie-Hamilton, University of Georgia, Athens, Black SW Educators Assoc

Gwat-Yong Lie, University of Wisconsin-Milwaukee*

Sadye L. Logan, University of South Carolina, Council on Racial, Ethnic, and Cultural Diversity*

Patricia O'Brien, University of Illinois-Chicago, Council on the Role and Status of Women in SW Education*

Debora M. Ortega, University of Denver*

David Pate, University of Wisconsin-Milwaukee

Patricia Welch Saleeby, University of Missouri-St. Louis, chair

Cathryne L. Schmitz, University of North Carolina at Greensboro, Council on Sexual Orientation and Gender Expression

Barbara Levy Simon, Columbia University

Kui-Hee Song, California State University-Chico, Korean American SW Educators Assoc*

Martell L. Teasley, Florida State University

Mary S. Tijerina, Texas State University-San Marcos, Council on Disability and Persons with Disabilities

Halaevalu F. Vakalahi, George Mason University

Hilary Noel Weaver, University of Buffalo, SUNY, American Indian and Alaska Native Social Work Educators

*Rotated off the Commission on June 30, 2011

New Members appointed July 1, 2011

Jan M. Ivery, Georgia State University, Council on the Role and Status of Women in SW Education

Cora Le-Doux, Our Lady of the Lake University, Latino Social Work Educators Association

Yuhwa Eva Lu, New York University, Asian and Pacific Islander SW Educators Assoc

Sung Seek Moon, University of Texas-Arlington, Korean American SW Educators Assoc
Lirio Negroni, University of Connecticut
Lisa Marie Werkmeister Rozas, University of Connecticut, Council on Racial, Ethnic, and Cultural Diversity

Meetings

The Commission for Diversity and Social and Economic Justice (CDSEJ) held two face-to-face meetings: October 14, 2010 at the Annual Program Meeting in Portland, OR and March 9-10, 2011 in Alexandria, VA. The Diversity Center Task Force held a working group meeting in Alexandria, VA on August 15-16, 2011 to work on launching the Center for Diversity and Social and Economic Justice and website. CDSEJ has conducted conference calls and e-mails organized around various efforts, issues, and work groups.

Goals, Activities, and Achievements

Goal 1: Establish and advance collaborative partnerships with all CSWE diversity and social justice related councils and affiliated groups.

Activity: We continue encouraging diversity-related councils and affiliated groups to work together in presenting shared sessions at the APM to both model and explore ways to consider the intersections of the multiple aspects of human diversity.

Activity: We continue to reach out to Councils and Affiliated Groups for input on diversity and social justice related issues and projects. Everyone has been involved in the development and planning of the Center for Diversity and Social and Economic Justice.

Achievement: Leadership from diversity-related councils and affiliated groups were invited to participate on the CDSEJ session and the Commission's Intersectionality session at APM. CDSEJ sponsored "***Learning to Walk our Talk: Reflections along the Way***" which highlighted the efforts of the School of Social Work at Portland State University to integrate principles of social justice and anti-oppressive practice into the fabric of the School's curriculum, governance, and community initiatives, including participatory research. Participants included Portland State University faculty Ben Anderson-Nathe, Katharine Cahn, Pauline Jivanjee, Laura Nissen, Nocona Pewewardy, and Stephanie Wahab. The session was chaired by Marcie Lazzari, previous CDSEJ Chair.

Goal 2: Promote in social work education social and economic justice and the integration of knowledge of how the multiple aspects of human diversity intersect.

Activity: We continue encouraging diversity-related councils and affiliated groups to work together in presenting shared sessions at the APM to both model and explore ways to consider the intersections of the multiple aspects of human diversity.

Activity/Achievement: The Commission has been working on developing the Center for Diversity and Social and Economic Justice to be launched at APM 2011 in Atlanta. We have established a core working group to address "smaller" issues and carry out some specific tasks but the entire Commission has been involved in the development process.

Activity/Achievement: In conjunction with the Center for Diversity and Social and Economic Justice we have been working on a website to serve as a valuable resource for social work educators and students as well as researchers and practitioners. We intend to highlight issues related to diversity and social and economic justice through publications, narratives, hot topics, photos, teaching resources, etc. For example, the Social Justice Day power point created by the Commission will be made available on the website.

Achievement: In addition to the above-mentioned session at APM, CDSEJ Chair Trish Saleeby participated in the CSWE APM Career Center Panel for students “Diversity in Mental Health, Health, and Substance Abuse.”

Goal 3: *Establish and advance collaborative partnerships with external intra-professional and multidisciplinary partners.*

Activity: We are networking to establish partnerships with external entities to fund the new Center for Diversity and Social and Economic Justice. We also will link to various other centers from our website to facilitate exchange and to provide resources to social work educators and students interested in diversity and justice issues.

Activity/Achievement: Marcie Lazzari chaired an impressive panel of social work professionals from Portland State University for the Commission’s series session entitled “Learning to Walk our Talk: Reflections along the Way” at APM 2010.

We have two sessions scheduled at the upcoming APM in Atlanta: “Hot Topic: Collective Bargaining – Why Social Work Should Care” and “Health Disparities and Diversity: Issues, Implications, and Strategies for Improving Access and Outcomes.”

Goal 4: *Promote inclusion in social work education.*

Activity: As an ongoing effort, Commission members work with the CSWE President and the CSWE Executive Director to ensure that all CSWE diversity-related councils and affiliated groups maintain representation on the Commission.

Achievement: The Commission’s roster reflects our commitment to ensuring inclusion and collaboration in the appointment process. We will continue efforts in this area.

Activity: We have invited CSWE diversity councils and the chairs/presidents of the affiliated groups to a meeting during APM with the goal of strengthening communication and collaboration among the various constituencies. And we will visit their respective meetings to promote the Center for Diversity and Social and Economic Justice.

Achievement: We will be meeting at this year’s APM in Atlanta during the designated Commission meeting time.

Activity: Initiate a process where a chair-elect will be appointed during the last year of the current chair’s tenure to ensure a smooth transition and continuation of the Commission’s activities.

Achievement: We will begin considering the new Chair-elect for the following year.

Goal 5: *Work directly with all organizational units of the CSWE on endeavors related to diversity and social and economic justice.*

Activity/Achievement: We continue our efforts in defining social justice through a smaller working group/committee and as a Commission.

Activity/Achievement: We continue to work with Jessica Holmes, Tracey Mabrey, Debby Brandt, and Linda Finnerty regarding the Commission’s expanded role at APM and Commission related activities. The Commission continues to be interested in serving as a sponsor and/or co-sponsor of a social justice speaker/plenary session at a future APM.

Goal 6: Serve in an advisory capacity to the Center for Diversity and Social and Economic Justice

Activity/Achievement: Our Commission members have been actively working to “finalize” development of the Center for Diversity and Social and Economic Justice and the Center’s website. We have created two promotional/marketing products – a postcard and bookmark for APM in Atlanta.

Diversity

During 2010-2011, the Commission maintained representation from most under served groups defined in the affirmative action plan. Efforts will continue to maintain and improve diversity on the CDSEJ. All of the Commission’s activities support diversity goals and promotion in CSWE.

Other Needs, Issues, Areas of Concern

We continue to have concerns regarding scheduling of the various commissions and councils as it appears that some are privileged over others. We have been provided information from CSWE; however these continue to be an ongoing issue.

The Commission continues to appreciate the support it receives from CSWE leadership (in particular, Mit Joyner and Julia Watkins), the Board of Directors, and the CSWE staff. We were sorry to see CSWE staff liaison Cynthia Williams leave the organization. We are pleased with the support provided from Jessica Holmes and Erin Bascug. Finally, we acknowledge Tracey Mabrey, Debby Brandt, and Linda Finnerty for their support as we have been developing the Center for Diversity and Social and Economic Justice.

Respectfully submitted: Patricia Welch Saleeby, Chair

Council on Racial, Ethnic, and Cultural Diversity

Charge

...To stimulate new activities and programs on relevant to ethnic groups of color in social work education; to facilitate communication between the various groups of color in social work education and the Council on Social Work Education; to recommend policies for consideration by the Board of Directors; to respond to (all) issues related to ethnic groups of color in social work education; to provide consultation and advise to the Council staff; and to encourage both research and dissemination of information related to the careers of alumni and to the retention and recruitment of educators and students of color.

Members

Rhea Almeida, Institute for Family Service
Betty Parker Blackman, University of Missouri-Kansas City*
B. J. Bryson, James Madison University
Graciela M. Castex, Lehman College*
Ramona Denby-Brinson, University of Nevada, Las Vegas
Gloria Ann Hegge, Newman University
Mekada Graham, California State University, Dominguez Hills*
Sadye L. Logan, University of South Carolina*
Yuhwa Eva Lu, New York University*
Claudia Moreno, Fordham University
Dwain Anthony Pellebon, University of Oklahoma*
Nocona Louise Pewewardy, Portland State University
C. Ronald Pitner, University of South Carolina
Peggy Jo Proudfoot-McGuire, Salisbury University*
Billie Terrell, University of St. Francis

Lisa Marie Werkmeister Rozas, University of Connecticut, co-chair as of July 1, 2011
Ann Marie Yamada, University of Southern California, co-chair as of July 1, 2011
Carole Zugazaga, Auburn University

*Rotated off the council on June 30, 2011

New members appointed July 1, 2011

Stephen C. Brown, Azusa Pacific University
Melissa Littlefield, Morgan State University
Mikal N. Rasheed, Chicago State University
Michael Allen Robinson, University of Alabama

Meetings

The Council on Racial, Ethnic, and Cultural Diversity (CRECD) met twice in face to face meetings: a working session on October 13, 2010 prior to the 2010 Annual Program Meeting (APM) and at its regular business meeting on October 14. Additionally, CRECD task groups met on several occasions via telephone and e-mail. The entire Council met monthly via conference call, as well as regular telephone and e-mail exchanges.

Goals 1 and 2: To stimulate new activities and programs relevant to historically underrepresented groups (HUGS) in social work education, and to facilitate communication between these various groups in social work education.

Activities and Outcomes: Drs. Werkmeister Rozas and Yamada were appointed co-chairs effective July 1, 2011. It is the plan that CRECD Councilors, along with the chairs, serve as abstract reviewers and work to make the Track more effective in reaching out to the social work practice, research and education communities.

CRECD continues to explore creative venues involving technology and three writing projects with the intent of stimulating new activities and programs relevant to historically underrepresented groups as well as the general social work community. Two of the three writing projects are facilitated by Councilors Denby-Brinson and Almeida, of the research and publication task group. A survey was distributed to the Commission for Diversity and Social and Economic Justice and all its Councils as a first step in an effort to find out more about inclusion, equity and justice in social work education. We want to offer an alternative way of not only conceptualizing the way we think about inclusion equity and justice, but to promote functioning at a higher level of being among our students, practitioners, educators and administrators in social work education. This data will be discussed within the Council as manuscripts are being developed.

The Directory of Social Work Educators, Students and Practitioners and the Tool Kit/Guidebook are projects that are being shared through the use of technology. This online directory features individuals from historically underrepresented groups. It is intended that the directory will be updated on a regular basis and serve as a networking tool for those signed on to the directory. The Directory with the support of the CSWE staff went live on the CSWE website in fall 2010. The Tool Kit went live spring 2011. It focuses on best practices for the recruitment and retention of students and faculty from historically underrepresented groups.

CRECD has requested and been given the Board's approval to change the term "minority ethnic groups" to "historically underrepresented groups," We are still awaiting the occurrence of the actual change.

Goals 3 and 4: To initiate and encourage both research and dissemination of information related to the careers of alumni, and to the retention and recruitment of historically underrepresented educators and students, and ultimately to recommend policies for consideration by the Board of Directors.

Activity and Outcomes: CRECD continues to focus on programs that bring visibility and action to issues related to the recruitment and retention of students and faculty from historically underrepresented groups. Continuing the theme from the previous year, CRECD, partnering with the American Indian Alaska Native Social Work Educators Association, is implementing the recommendations from the Task Force on Native Americans in social work education in the form of a two part Series Session. Part I of the Series Session took place at the 2010 APM. The session title was Best Practice for the Recruitment of American Indian Alaska Native Faculty in Social Work Education. Part II of the Series Session will occur at the 2011 APM. The title of the Session is Best Practices in the Recruitment and Retention of Native American Students. The intent of the session is to promote best practices for the successful recruitment and retention of Native American students at all levels of education in social work, emphasize successful mentoring models, and address cultural worldview and the overall adjustment and success of students.

A final activity concerns a work group facilitated by Councilors Pewewardy, Almeida, and Terrell charged with exploring best approaches to identifying policy gaps related to recruitment and retention of historically underrepresented students and faculty. It is intended that this exploration will lead to policy recommendations for consideration by the CSWE Board of Directors. A draft report will be released by the end of 2011.

Goal 5: To provide consultation and advice to CSWE staff.

Activity: None in particular during this reporting period, but CRECD is available.

Other Needs, Issues, Areas of Concern

1. CRECD will work closely with the Commission for Diversity and the other Councils to define cultural diversity and the relationship between cultural diversity and the CSWE competencies.
2. CRECD has requested and been given the Board's approval to change the term "minority ethnic groups" to "historically underrepresented groups," We are still awaiting the occurrence of the actual change.

Respectfully submitted,
Lisa Werkmeister Rozas, co-chair
Ann Marie Yamada, co-chair

Council on Sexual Orientation and Gender Identity

Charge

The Council on Sexual Orientation and Gender Expression (CSOGE) works to increase the visibility of LGBT issues in social work education and research; define core competencies for effective social work practice in LGBT communities; identify barriers experienced by LGBT faculty, staff, and students; strengthen the mentorship program for LGBT faculty and students; provide leadership for the APM LGBT track; and recruit members from diverse communities within CSWE. Other areas of focus include promoting intersecting connections with the other diversity councils, international faculty and student exchanges, knowledge development, assessment of EPAS diversity issues and the impact on LGBT communities, data collection, and program evaluation.

Members

Jemel Aguilar, University of Texas at Austin
Scott Berlin, Grand Valley State University
Mark Bigler, Weber State University
David Brennan, University of Toronto
Frank Brooks, Boston College, Maine Program
Suzanne Brown, Case Western Reserve University
Shelley Craig, University of Toronto

Catherine Crisp, University of Arkansas at Little Rock, chair
Michael Dentato, Loyola University of Chicago
Damien Frierson, Howard University
Ian Holloway, University of Southern California
George Jacinto, St. Leo University
Barbara Jones, University of Texas at Austin
Laura Kaplan, University of Northern Iowa
Lucy Mercier, Saginaw Valley State University
Lori Messinger, University of North Carolina at Wilmington
Anthony Patrick Natale, University of Oklahoma, chair
Peter A. Newman, University of Toronto
Stephen Rassi, University of Michigan
Rachel Roiblatt, University of Nebraska at Omaha
Mark Giesler, Saginaw Valley State University
William Heiss, University of Wisconsin–Madison
Susan Saltzburg, Ohio State University
Cathryne L. Schmitz, University of North Carolina at Greensboro
Edmon Tucker, Barry University

Membership

We had 8 members who were up for renewal this year. No members were set to complete two 3 year terms. Of the 8 whose terms were up for renewal, 7 expressed interest in remaining on the Council and each of them has offered substantial support to the mission of the Council. The 8th person decided not to renew his membership on the Council due to his inability to consistently attend CSWE's Annual Program Meeting due to budgetary constraints at his institution. In addition, one new member was added, thus enabling us to further increase the diversity of membership by adding a member who openly identifies as transgender. Furthermore, the co-chairs (David Brennan and Catherine Crisp) assessed if any member was not in a position to be reinstated for a second term and decided to retain all current members. In the upcoming year, we will continue to actively recruit to increase the diversity of our membership in terms of racial, ethnic and gender expression diversity. David Brennan rotated out of the co-chair position in July and will remain on the Council until the end of his second term (June 30, 2012). Anthony Natale was recommended as the co-chair to replace him and CSWE supported this recommendation.

Meetings

Because the CSOGE agenda is an active one, members have committed to at least four phone meetings each year. This commitment provides continuity and maintains the momentum necessary to carry out its goals. In addition to the meetings listed below, the CSOGE task forces hold regular phone meetings.

Annual Business Meeting at the APM: October 14, 2010 9:00 AM-12:00 PM

Phone Meetings (all times are Eastern Time):

September 22, 2010; 12:00-2:00 PM

December 2, 2010: 12:00-2:00 PM

February 9, 2011: 12:00-2:00 PM

April 13, 2011: 12:00-2:00 PM

June 8, 2011: 12:00-2:00 PM

Activities

Our activities are organized through task force commitments as listed:

1. **Mentoring, Networking and Membership** (Michael Dentato & Susan Saltzburg, co-chairs): At APM it was decided to merge these two committees as a way of supporting

how we reach out to constituents, advance the diversity of our membership, and use more current social media as a way to enhance the work of CSOGE. Susan Saltzburg has continued to take leadership in recruiting, led the recruitment process this year, and was successful in recruiting a transgender person to the Council. Michael has set up a Facebook page for CSOGE members that is currently being used solely for internal communication among CSOGE members. At present, not all CSOGE members belong to the group so we are currently using it as an adjunct to other forms of communication. We will discuss further inclusion of others into this Facebook group as needed. Though CSWE is considering the use of Twitter for some social media, further discussion is warranted to understand how Twitter can benefit the goals of CSOGE. CSWE has offered support in this area.

This committee will also work with the education committee to address how we might best be able to utilize the future website that CSWE will have for the Commission and the various diversity councils.

2. **Education** (Shelley Craig & Jemel Aguilar, co-chairs): This committee takes leadership in framing the need for curriculum review and development. This includes an active review of EPAS. Members are interested in designing a faculty development institute for dealing with issues related to LGBT students in the field, as well as student competency in dealing with LGBT clients. This committee will continue to work with CSWE on the use of inclusive language in data collection as well as ways to enhance CSWE's data collection strategies to better understand the needs of LGBT faculty and students in social work. One focus will be on ways to prepare schools for data collection among LGBT students and faculty. Members are also interested in examining ways to train assessors from CSWE in adherence to CSWE's EPAS and in dealing with LGBT issues in the assessment process. This committee is planning its next conference call. A working group of interested members of this committee has developed a survey for distribution to further understand the experiences and needs of LGBTQ students in social work programs. Based on their quarterly conference calls and frequent email communication, the group has developed a timeline for data collection during the first few months of 2012. Members look forward to sharing the progress with the committee.
3. **APM** (Peter Newman & Ian Holloway, co-chairs): The members of this committee take leadership in planning APM activities including the reception and networking activities. They also take the leadership in developing our Council's Series Session, now referred to as CSWE Connect. This year's session will focus on the infusion of LGBT content in social work education and EPAS expectations and is entitled *The Closeted EPAS: LGBT Issues and The Implicit Curriculum*. In addition, Julia Watkins and Mitt Joyner requested that CSOGE work with the Katherine Kendall Institute and the Global Commission to facilitate a Hot Topics session at APM this year that is focused on dealing with issues of how social work can take leadership in addressing human rights issues for LGBT people in developing nations. This session is entitled *If Not Now, When? Social Work's Role in Advancing Global LGBT Rights*. We were also pleased that Caitlin Ryan, Director of the San Francisco State University's Family Acceptance Project has been invited to present the Carl A. Scott Memorial Lecture and will be presenting on LGBT youth and families, a very timely topic given the increasing awareness of bullying and suicides by LGBT youth.
4. **LGBT Track** (Lucy Mercier & Scott Berlin, co-chairs). This committee frames the LGBT call for papers, solicits reviewers, and evaluates related issues to recommend any perceived educational needs. This committee also provided leadership in addressing CSOGE's concerns about proposed changes to the track system at CSWE's APM. For the 2011 APM, 32 papers were submitted and there will be 5 paper sessions consisting of 3 papers each; 4 posters; 1 panel discussion; and 1 skills session. In addition, 3 CSOGE members served as reviewers for the track.

5. Task Force on Inclusive Language: This task force developed language regarding issues of language, inclusivity, and diversity across sex, gender, sexual orientation, and gender identity for the CSWE Membership Form. Though the recommendations have been made to CSWE, we would like to continue to work with CSWE on the implementation of the language.
6. Task Force on Data Collection: This task force also gave CSWE language for use in data collection. Data collection will occur next year. The Education Committee will work with CSWE in how to prepare schools for ways to collect this data.

In addition to the business meeting, CSOGE was active in several activities at the fall 2010 APM. These included:

- A. CSOGE/LGBT Caucus Reception: We joined with the LGBT Caucus of Students and Faculty in Social Work and Taylor & Francis Press to hold our annual joint reception. It was attended by over 100 people. During this reception, as well as through our official program and informal communication, we disseminated LGBT information and details of the activities and agenda of CSOGE and acknowledged the contributions of outgoing members including the end of Cathryne Schmitz's term as Co-Chair.
- B. Website: Members of CSOGE are eager to develop and utilize our website at CSWE for posting information as well as a repository for historical data.
- C. GLBT research award. A small committee (headed by Catherine Crisp) is eager to develop an award, modeled after the Feminist Scholarship Award of the Women's Council, to highlight the best scholarship focused on LGBT topics at CSWE's APM. The committee will work with CSWE to receive approval for the award and prepare a call for papers.
- D. Members of CSOGE also worked with the other diversity councils and the CDSEJ to provide comment to CSWE's proposed restructuring of the track system for presentation selections at APM. Members of CSOGE were deeply concerned that these changes would further marginalize LGBT and other communities.

Diversity Representation

The CSOGE membership is diverse in its representation and scholarship. We are lesbian, gay, and bisexual social work educators and doctoral students who are diverse in position and role responsibilities, class, nationality, global experience, region of the United States and Canada, scholarship and teaching focus. We have increased our ethnoracial diversity and were able to successfully recruit a transgender member through our membership committee under the strong leadership of Susan Saltzburg. We continue to work to diversify our membership.

Diversity Goals and Promotion in CSWE

- Task Force on CSWE data collection: We have provided CSWE with language and technical advice in this matter. Data collection to begin in 2011. We have offered to support CSWE in preparing schools for how to respond to this information as needed.
- Active participation in the diversity conversations.
- Global scholarship and education, including working with Lynne Healey of IASSW and the Katherine Kendall Institute to address social work responses to LGBT human rights internationally and to present a pre-conference institute in Stockholm at the 2012 conference.
- Recruitment of LGBT members and allies for CSOGE.
- Scholarship on LGBT issues.
- Work with Global Commission to address ways of working with issues of LGBT concern in a global context.

Other Needs, Issues, Areas of Concern

CSOGE members have some additional concerns:

1. Increasing visibility of LGBT scholarship: CSOGE members will work with Melanie Otis, editor of the Journal of Gay and Lesbian Social Services to address how we can work to advance the scholarship of the journal.
2. Members are concerned about increasing the visibility about LGBT issues, including the barriers experienced by LGBT faculty in their roles as scholars and educators. Members of CSOGE and the LGBT caucus met with CSWE President Mit Joyner at APM over concerns about the lack of visibility of issues related to LGBT youth at APM's opening session, especially given the alarming media reports on the suicide of a number of LGBT teens across the US. President Joyner was receptive to and supportive of these concerns. She acknowledged her role as an ally and her willingness to work with CSOGE on issues of concern to the LGBT community. We are grateful to CSWE for their selection of Dr. Caitlin Ryan as the Carl A. Scott Memorial Lecturer.
3. Accreditation of schools who maintain anti-LGBT policies: CSOGE continues to be concerned about the accreditation of social work schools that maintain anti-LGBT policies.
4. Global issues: Finally, President Joyner and Executive Director Julia Watkins approached the CSOGE co-chairs regarding the possibility of a session at APM that will address the issue of the significant differences in understanding about LGBT issues and policies between developed and developing nations and the implications for social work education. As noted earlier in this report, CSOGE is presenting a hot topic session on this issue and we are grateful to CSWE for working with us on this issue.

Respectfully Submitted:
 Catherine Crisp, co-chair
 Anthony Natale, co-chair

Council on the Role and Status of Women in Social Work Education

Charge

The Council on the Role and Status of Women in Social Work Education shall have the following functions: to carry major responsibility for the Council's development of curriculum materials related to women's issues in social work education; to identify procedures within academe and social work education which impede full participation of women; to recommend to the Board policy statements, or development or modification on internal policy; to assist in coordinating activities related to women at all levels of social work education; and to stimulate new programs and activities.

Members

Marietta A. Barretti, Long Island University-C.W. Post
 Beverly M. Black, University of TX-Arlington
 Noel Bushch-Armendariz, University of Texas, Austin*
 Denise Davis-Maye, Auburn University at Montgomery
 Janet L. Finn, University of Montana
 Sharon Freedberg, Lehman College, CUNY
 Priscilla A. Gibson, University of MN-Twin Cities
 Lorri L. Glass, Governors State University (IL)
 Stephanie Harris, University of Connecticut
 Jan M. Ivery, Co-Chair, Georgia State University
 Rosa Jiménez-Vázquez, Virginia Commonwealth University, retired
 Sharvari Karandikar-Chheda, Ohio State University
 Diane Kempson, University of Wyoming
 Roberta Susan Pearlmuter, Rhode Island College, co-chair as of July 1, 2011
 Tonya E. Perry, Alabama A & M University
 Robin Spath, University of Connecticut
 Sandra H. Starks, Western Kentucky University

Marilyn M. Sullivan-Cosetti, Seton Hill University
Kathleen M. Tangenberg, Azusa Pacific University
Lori Thomas, University of North Carolina at Charlotte
Jean Toner, Central Michigan University
Leslie E. Tower, West Virginia University
Arlene N. Weisz, Wayne State University
Mieko Yoshihama, University of Michigan
Trinidad de Jesus Arguello, New México*
Patricia O'Brien, University of Illinois at Chicago, co-chair*
Izumi Sakamoto, University of Toronto*

*Members rotating off the Council on June 30, 2011

New Members Appointed July 1, 2011

Denise McLane-Davison, University of Georgia-Gwinnett School of Social Work
Johnnie Hamilton-Mason, Simmons College School of Social Work
Jennifer Marshall, State University of New York at Binghamton
Judy Postmus, Rutgers University School of Social Work

Meetings

The Council on the Role and Status of Women in Social Work Education (WC) met twice this year: at APM in Portland (17 members) and February 19th at the CSWE office in Alexandria, VA (20 members). Our next business meeting will be October 27th at APM in Atlanta.

Activities

Organizationally, the WC currently operates with four task groups and three initiative groups to carry out its mission and the charge. The task groups include: 1) APM Breakfast and Scholarship; 2) Resource Development; 3) Nominations; and 4) Research, Publications and Scholarship.

The initiative groups, which are created by interest of membership as well as needs within our profession currently include: 1) Leadership Development Project; 2) Globalization and Gender Oppression Project; and 3) Strategic Planning Initiative.

Endeavors of the WC over the past year met the charge from the Board of Directors of the CSWE as described in the following sections:

(1) Development of curriculum materials related to women's issues in social work education

- a. Building on previous presentations, members of the Gender Oppression and Globalization group outlined a book manuscript. The book will address a gap in the lack of a critical text examining gender-based oppression and globalization that could effectively support teaching in this area. The call for chapter proposals for contributions to the Council's book project, "Gender Oppression and Globalization: Challenges for Social Work" was distributed in June 2011.
- b. At the 2010 APM, the Women's Council Series Session, *Teaching across the curriculum from a feminist perspective*, featured Beverly Black, Robin Spath, Lori Glass, and Izumi Sakamoto. The panel presentation included a discussion of how to teach from a feminist perspective drawing from specific classes as examples including policy, qualitative research, practice, and violence against women.

Activities in progress: At the 2011 APM, four members of the Council will be presenting a series session titled *Missing in Action: Strategies for Integrating Multiple Feminisms and Woman-Centered Content Under the New EPAS*. Four members of the Council will also be facilitating a

preconference workshop as a Leadership Development Institute titled “*Women Taking the Lead: Constructing a Personal Vision and Strategies*”. Members have also been involved in reviewing submissions for the annual scholarship award to be presented at the networking breakfast meeting on October 29th at the Atlanta APM.

(2) Identification of procedures within academe and social work education which impede full participation of women

- a. Continuing from the 2008 APM meeting where a think tank brought attendees together to talk about the need for a national conference on “feminisms” in social work, prior to the 2009 APM meeting, a day-long meeting in San Antonio brought together a very diverse group to continue the conversation. The result of those discussions was the conference, *Unsettling feminisms: Disrupting the center, Dismantling oppression, Transforming Social Work* that was held on May 22-24, 2010 at the University of Illinois at Chicago Conference Center. Several Council members were on the steering committee for the conference and other members presented and/or facilitated breakout sessions. CSWE sponsored one of the conference lunches on behalf of the Women’s Council.

(3) Recommendations to the Board on policy statements, or development or modification on internal policy

At the Women’s Council spring meeting, the members worked to specifically address questions related to the implementation of CSWE’s strategic plan. Following the meeting, the Co-chairs submitted recommended changes to the CSWE Board of Directors as an addendum to the implementation report. Key points included:

- Our perceived need to include the feminist/womanist perspective in the implementation plan.
- The need to articulate action oriented and specific goals as components of the plan that address not only issues related to diversity but also oppression.

(4) Coordination of activities related to women at all levels of social work education

The **Annual Networking Breakfast** was held on October 16th at the Oregon Convention Center. The breakfast received financial support from L. Diane Bernard, Boston College and the University of Connecticut School of Social Work. The breakfast provided an opportunity to acknowledge mentors and announced the annual competitively reviewed Scholarship Award presented to Moshoula Capous-Desyllas, PhD student at Portland State University, for her paper on using Photovoice with sex workers to educate and empower women. The feminist scholarship award was given in the name of Honoree Dr. L. Diane Bernard. At this breakfast, and consistent with our educational goals, the Council sponsored table topics where guests could participate in facilitated conversations with a particular theme with the outcome being more linkage of first-time attendees (about half of the audience) with long-term attendees.

Plans are underway for the **2011 Networking Breakfast to be held Saturday, October 29th, from 7-8:45am in Atlanta**. This year’s Feminist Scholarship honoree is Dr. Iris Carlton-LaNey, University of North Carolina, Chapel Hill. The ongoing peer review process of the scholarship submissions is currently underway. Again, the breakfast is sponsored by the Boston College Graduate School of Social Work, the Diane Bernard Women’s Networking Breakfast Fund, and the University of Connecticut School of Social Work.

Mentor Recognition Project: Thirty-one mentors (some more than once) were honored by 25 members and friends at the Portland APM. Although the average amount contributed to CSWE in the mentor’s name was less than the previous year, the number of donors increased this year. This still is a valued activity that is consistent with networking objectives. The Council has worked

closely with Erin Bascug (CSWE staff person) to assure the information went out early this year for the 2011 APM. Thus far, 36 mentors will be recognized at the Atlanta APM.

5) Stimulation of new programs and activities

Member Diversity and Nominations: In addition to the new members, Jan Ivery was appointed for a one-year term on the Commission for Diversity and Social and Economic Justice (representing the Council) and Roberta Pearlmutter was appointed as Co-chair of the Council, replacing Patricia O'Brien who rotated off the Council in June 2011.

Currently, the WC has representation from all of the under-represented groups defined in the affirmative action plan except a person who is transgendered. In addition, our 28 members come from both the U.S. and Canada, across 19 states in the US, rural and urban programs, represent various academic ranks and administration, and are from various program types (baccalaureate, master's and doctoral). The WC considers multiple factors to help diversify our membership when recommending women for appointment.

The four new members enhance our diversification in geographic location (Boston, Georgia, New Jersey, and New York); academic level and program type, including two members who are Directors of Field Education. Two of the new members are African American. Our orientation with the new members will take place during a teleconference on September 30, 2011.

Our Thanks

We appreciate the assistance of CSWE staff member Erin Bascug (and former staff member Cynthia Williams) for getting up to speed quickly in time for our spring meeting and continuing to assist us as we move toward the Networking breakfast. We are also very appreciative of Julie Watkins who has worked with us to secure sponsorship for the Networking breakfast.

Submitted by Jan Ivery and Roberta Pearlmutter
Co-Chairs, Council on the Role and Status of Women in Social Work Education

Council on Disability and Persons with Disabilities

Charge

The Council on Disability and Persons with Disabilities (CDPD) shall have the following functions: further the development of social work education curriculum materials related to the issues of disability and experiences of persons with disabilities; identify and advocate for redress of procedures within academe and social work education that impede full participation of persons with disabilities; recommend to the Board, commissions, and membership policy statements, revisions and activities that advance inclusive participation of persons with disabilities where appropriate; offer consultation and assistance in all endeavors related to issues of disability and persons with disabilities at all levels of social work education including the accreditation process; stimulate initiatives and activities that would bring the social, political, and economic issues of disability strongly within the framework of social work education.

Members

Adele Crudden, Mississippi State University-Starkville*
David K. Howard, Indiana State University*
Robin Kohn, University of Central Florida
Elizabeth B. Lightfoot, University of Minnesota-Twin Cities
Ronnie Martin, University of North Carolina at Pembroke
Stephen M. Marson, University of North Carolina at Pembroke*
Carolyn Anne McAllister, Michigan State University
Susan L. Neely-Barnes, University of Memphis

Elizabeth A. Moore, Gallaudet University
Elspeth Slayter, Salem State University
Allen R. Stata, Judson College, co-chair
Cynthia C. Tandy, Valdosta State University*
Mary S. Tijerina, Texas State University- San Marcos, co-chair
Kathi Trawver, University of Texas at Austin
Michael Emery Wolf-Branigin, George Mason University

*Members who rotated off the Council June 30, 2011

New Members Appointed July 1, 2011

Carl Algood, Howard University
Kathryn Krase, Ramapo College
Mary Maurer, University of Illinois at Urbana-Champaign
Karen Ann Rolf, University of Nebraska at Omaha

Meetings

The Council on Disability and Persons with Disabilities had three conference calls (July 12, 2010, August 19, 2010, and September 23, 2010) prior to the Annual Program Meeting. CDPD conducted its business meeting on October 14, 2010 at APM, Portland, OR. Subsequent to the annual meeting, the Council conducted the majority of its activities in 2010-2011 in subcommittees.

Activities

Goal Area: Further the development of social work education curriculum materials related to the issues of disability and experiences of persons with disabilities

- 2011 Series Session. The Council plans to present *Accommodating Students with Disabilities in Field Practicum: Challenges and Strategies* at the 2011 APM, featuring a case-based format to review disability law, highlight best practices in field accommodations, and help students meet EPAS core competencies with reasonable accommodations. Members participating in the presentation include Susan Neely-Barnes, Elizabeth Lightfoot, Karen Rolf, Mary Tijerina, Kathi Trawver, and Elspeth Slayter.
- 2010 Series Session. The Council presented *Universal Design: Towards an Inclusive Learning Environment* at the 2010 APM, which featured teaching strategies and recommendations for making classroom teaching accessible to all students.
- Manuscript Development. Council members who developed and presented the 2010 Series Session have been working on a manuscript to be submitted for publication. The manuscript is based on the content presented in the 2010 series session, universal design in social work education. In addition to publication in the *Journal on Social Work Education*, the authors anticipate that the article will be a useful resource for the CSWE Center for Diversity and Social and Economic Justice. Council members working on the manuscript include Susan Neely-Barnes, Elizabeth Lightfoot, Carolyn McAllister, Noam Ostrander, Mary Tijerina, and Michael Wolf-Branigin.
- Book Proposal. Susan Neely-Barnes and Mary Tijerina have taken the lead in development of a proposal for a resource book for social work educators in working effectively with students with disabilities. Sample chapters are being drafted for submission as part of the proposal.

Goal Area: Stimulate initiatives and activities that would bring the social, political, and economic issues of disability strongly within the framework of social work education.

- Survey of Social Work Programs and Faculty. The Council has long discussed interest in conducting a survey of accredited social work education programs to explore a number of issues such as the nature and extent of disability content in the social work curriculum, the proportion of students and faculty with disabilities represented in social work programs, types of disabilities represented, etc. Potential domains were discussed and prioritized at the 2010 annual meeting. Preliminary discussions have been held with CSWE Research staff willing to assist with the project.

Goal Area: Offer consultation and assistance in all endeavors related to issues of disability and persons with disabilities at all levels of social work education

- Feedback was exchanged via e-mail in the week of February 3, 2011 to discuss input to CSWE Strategic Planning process. Additional feedback was discussed at the Center for Diversity and Social and Economic Justice Work Group meeting on May 16-17.
- In her role as Council liaison to the Commission on Diversity and Social and Economic Justice, Co-Chair Mary Tijerina participated in activities related to development of the virtual Diversity Center. This included participating in the Center for Diversity and Social and Economic Justice Work Group virtual meeting on April 18 and in the face to face Center for Diversity and Social and Economic Justice Work Group meeting in Alexandria, VA on May 16-17. All council members were given the opportunity to provide input via email about the core focus and key features of the Center for Diversity and Social and Economic Justice website as well as the elements that should be included in the Council on Disability and Persons with Disabilities section of the website and the resources that might be needed to develop them.