



COUNCIL ON SOCIAL WORK EDUCATION

## **Affirmative Action Report FY July 1, 2017- June 30, 2018 March 2019 Spring Governance Meeting**

### **Prepared by:**

Andrea Bediako, Associate Director, Education Initiatives and Research  
Adrienne Walters, Program Associate, Education Initiatives and Research

### **Purpose**

For purposes of the Affirmative Action Policy and Plan of the Council on Social Work Education (CSWE), historically underrepresented and marginalized 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 CSWE specify that a minimum of 50% of the Board must be representatives of these historically underrepresented and marginalized groups. For purposes of this report, the minimum of 50% was used to assess compliance with the affirmative action plan for representation of underrepresented and marginalized groups in the membership of the Board, National Nominating Committee, Commissions, Councils, CSWE staff, JSWE Editorial Advisory Board and JSWE Reviewers. In addition, the composition of each CSWE unit was examined to determine the distribution of each of the groups within it. Finally, the composition of each unit was compared with overall membership data.

### **Data Collection**

For each CSWE unit, the most recent data were selected for use. Membership in each historically underrepresented and marginalized group was determined through examination of demographic data from membership application forms (see the application form in Appendix 1). The demographic data collected on the membership application form includes gender, ethnicity, disability, and sexual orientation. When asked to identify gender, members were given the choice of Woman, Man, Intersex, Transgender/Gender Queer/Two-Spirit. Members identified ethnicity by selecting all that

applied from the list of: African American/Other Black, American Indian/Native American, Asian American, Pacific Islander, Chicano/Mexican American, Puerto Rican, Other Latino(a)/Hispanic, White (non-Hispanic), and Other Group(s). Members could identify themselves as a Person with a Disability and as Gay, Lesbian, Bisexual, Heterosexual, or Other by selecting the corresponding boxes.

Data reported in the membership section of this report includes CSWE members on June 30, 2018. All volunteers with elected terms for the Board of Directors or National Nominating Committee or appointed terms on any Commission or Council between July 1, 2017 and June 30, 2018 were included in the data analysis.

Data for the CSWE staff section was gathered through an anonymous web based survey that was distributed via email. Of the 34 staff members working at CSWE on June 30, 2018, 21 responded to the survey (61.8%).

The Journal on Social Work Education (JSWE) section reports on JSWE Editorial Advisory Board members that served between July 1, 2017 and June 30, 2018.

It should be noted that all of the data presented comes from members who elected to report their demographic information to CSWE. For many commissions and councils there were members who did not report information or selected “choose not to answer”.

### **Data Analysis**

The historically underrepresented and marginalized groups in the CSWE Affirmative Action Plan are not mutually exclusive categories. In this report, therefore, data are presented to reflect the representation of a group and, to the greatest extent possible, to indicate the percentage of its representation.

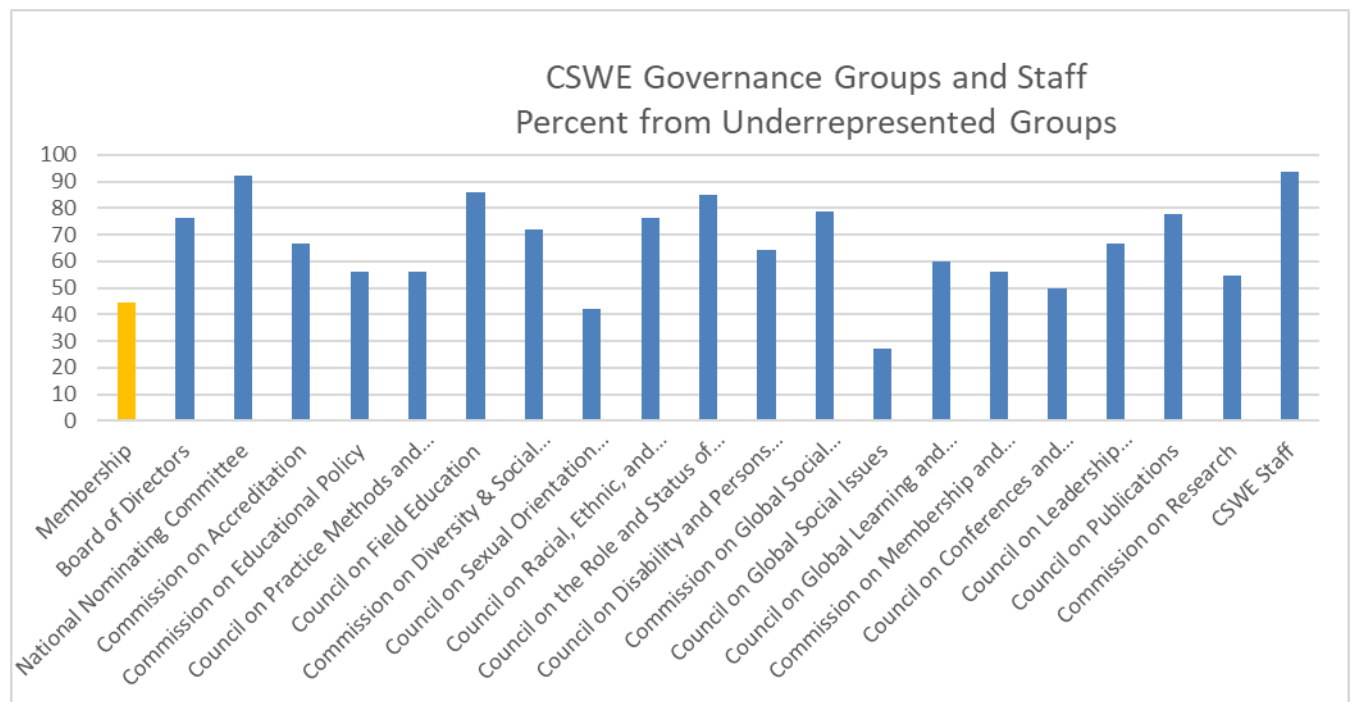
The ethnicity categories on the membership form are more detailed than the categories in the CSWE Affirmative Action Plan. As a result, ‘Asian American’ category in the Affirmative Action Plan consists of both the ‘Asian American’ and ‘Pacific Islander’ categories from the membership form and ‘Chicano/Mexican American, Puerto Rican, and other Latino(a)/Hispanics’ from the Affirmative Action Plan consists of ‘Mexican American’, ‘Other Latino(a)/Hispanic’, and ‘Puerto Rican’ from the membership form. Multiple responses to the Affirmative Action ethnicity categories were reported as “multiple ethnicity” and are detailed in another table. In the report, responses were also summed to determine the overall percentage of the presence of ethnic identities.

The data for disability and sexual orientation pose a similar challenge in computing percentages for this report. Those who respond in one or both of these categories are also included in the data reported for gender and ethnicity. Therefore, to determine a percentage of the presence of under-represented persons with disabilities and gay, lesbian, and bisexual persons, the computations were calculated as if these identities were the only ones reported. It should be noted, however, that these percentages should not be added to those reported for gender and ethnicity.

Membership data as of June 30, 2018 and social work education faculty data from the 2017 Annual Survey of Social Work Programs is presented for purposes of comparison. The row titled *Ethnicity Total* displays the total percentage of historically underrepresented and marginalized ethnicity groups. The next rows are the percentage of the remaining females and transgender persons who did not identify in one of the previous ethnicity categories. The row titled *Subtotal* adds the three previous categories which are mutually exclusive and, though they do not include all of the groups, they do give us a percentage by which to assess whether the unit has reached the minimum 50% requirement in the Affirmative Action Plan. Any unit that does not meet the 50% minimum in the *Subtotal* line can be further analyzed by reviewing the persons who identify with a disability or as gay, lesbian, or bisexual that was not included in the rows above.

### Summary

All of the CSWE units: the Board of Directors, the National Nominating Committee, commissions, councils, the CSWE staff, JSWE Editorial Advisory Board, and site visitors, except two, have at least 50% representation of the historically underrepresented and marginalized groups defined in the affirmative action plan.



All of the groups met this goal in the ethnicity and gender identity subtotal with the exception of the, Commission on Educational Policy (47.1%), and Council on Sexual Orientation and Gender Identity and Expression (CSOGIE) (36.0%), which meets the goal once the additional categories of sexual orientation are included. As noted in the recommendations, it would be good to encourage our volunteers and members to

update their profiles this year, so that we have a more complete picture for the report next year.

#### *Comparison with Membership Data*

All of the CSWE governance groups exceed the membership subtotal (47.6% found on row "Subtotal") with the exception of the Commission on Educational Policy (47.1%). The percentage of members who identify with one of the historically underrepresented and marginalized ethnicity groups (see row labeled "Ethnicity Total") comprises 19.3% of the CSWE membership. Some of the CSWE units have a percentage of historically underrepresented and marginalized ethnicity groups that is lower: Commission on Education Policy (17.6%), Council on Practice Methods and Specializations (8.3%), Council on Field Education (15.8%), Council on Sexual Orientation and Gender Identity and Expression, (12.0%), Council on Leadership Development (16.7%), and Council on Publications (12.5%).

It should be noted that over half of the membership did not provide information on ethnicity/race (50.14%), almost half (45.67%) of the membership did not provide information on gender identification, and over half (61.55%) of the membership did not provide information pertaining to their sexual orientation. Members were more likely to note their disability status with 7.22% not providing any information.

A few of the Commissioners and Councilors did not have an active membership at the time of this report. While their information is reflected in the Commission and Council counts, it is not reflected in the membership total.

#### *Recommendations*

1. There was a significant amount of demographic information missing from the membership and governance group totals. As we continue to transition to a new member database, it may be a good time to encourage our members to update their profiles and demographic information.
2. Update the Affirmative Action plan to include intersex persons as a historically and underrepresented group since we ask for it on our membership application.

**Table 1: Board of Directors, National Nominating Committee, Commissions, Councils, Staff, Site Visitors, and JSWE Editorial Advisory Board**

	Social Work Educators <sup>1</sup>	Membership 2018	Board of Directors	National Nominating Committee	Commission on Accreditation	Commission on Educational Policy	Council on Practice Methods and Specialization	Council on Field Education	Commission on Diversity & Social and Economic Justice	Council on Sexual Orientation and Gender Identity and Expression	Council on Racial, Ethnic, and Cultural Diversity	Council on the Role and Status of Women in Social Work Education	Council on Disability and Persons with Disabilities	Commission on Global Social Work Education	Council on Global Social Issues	Council on Global Learning and Practice	Commission on Membership and Professional Development	Council on Conferences and Faculty Development	Council on Leadership Development	Council on Publications	Commission on Research	CSWE Staff	JSWE Editorial Advisory Board	Site Visitors that went on a Visit in FY 2017-2018
<i>N</i>	2,737	2,437	20	13	24	17	12	19	17	25	20	26	12	18	10	15	16	12	12	8	12	21	6	62
African American/Other Blacks	8.1	10.1	20.0	38.5	12.5	11.8	0.0	10.5	35.3	8.0	30.0	11.5	8.3	0.0	10.0	6.7	25.0	25.0	8.3	0.0	0.0	19.1	33.3	14.5
Native America/American Indian	0.3	0.4	0	7.7	0	0.0	0.0	0.0	5.9	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.76	0.0	1.61
Asian American and Pacific Islander	4.4	4.0	5.0	7.7	4.2	0.0	0.0	5.3	17.6	4.0	10.0	11.5	8.3	38.9	20.0	26.7	0.0	0.0	0.0	0.0	8.3	9.5	0.0	3.23
Chicano/Mexican American, Puerto Rican, Other Latino(a)/Hispanic	2.8	3.3	0	7.7	8.3	5.9	0.0	0.0	11.8	0.0	25.0	3.8	0.0	0.0	0.0	6.7	0.0	0.0	8.3	0.0	8.3	4.8	0.0	6.45
Multiple Ethnicity <sup>1</sup>	1.5	1.5	0	0	8.3	0.0	8.3	0.0	5.9	0.0	5.0	7.7	8.3	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0	9.5	0.0	3.23
<b>Ethnicity Total</b>	17.1	19.3	25.0	61.5	33.3	17.6	8.3	15.8	76.5	12.0	75.0	34.6	25.0	38.9	30.0	40.0	25.0	25.0	16.7	12.5	16.7	38.1	33.3	19.5
Females who selected: White, Other Groups, or no Ethnicity Category	27.2	28.0	50.0	30.8	37.5	29.4	66.7	68.4	11.8	24.0	10.0	53.8	41.7	44.4	30.0	26.7	37.5	33.3	50.0	62.5	50.0	61.9	66.7	80.6
Transgendered Persons who selected: White, Other Groups, or no Ethnicity Category	0.2	0.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intersex Persons who selected: White, Other Groups, or no Ethnicity Category		0.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Subtotal [Ethnicity + Females and Transgendered Persons who selected: White, Other Groups, or no Ethnicity Category]<sup>2</sup></b>	44.6	47.6	75.0	92.3	70.8	47.1	75.0	84.2	88.2	36.0	85.0	88.5	66.7	83.3	60.0	66.7	62.5	58.3	66.7	75.0	66.7	100	100	75.8
Person with Disability <sup>3</sup>	3.1	3.2	0	15.4	16.7	23.5	8.3	5.3	11.8	8.0	10.0	3.8	25.0	0	10.0	0	12.5	0	0	25.0	0	0	0	8.06
Gay, Lesbian, or Bisexual <sup>3</sup>	6.1	6.2	20	0	12.5	5.9	8.3	15.8	5.9	64.0	5.0	7.7	8.3	11.1	20.0	0	18.8	16.7	16.7	0	25.0	0	0	11.3

<sup>1</sup> Data in this column are full-time faculty from the 2017 Annual Survey of Programs.


--- The Annual Survey does not collect data of individual faculty member's gender identity, sexual orientation, or disability status, so there is no comparison data for the categories other than ethnicity

<sup>1</sup> This multiple ethnicity line excludes members who chose *white* and *other groups* because there is not enough information to determine whether the *other group* is an underrepresented group.

<sup>2</sup> These ethnicity and gender categories are mutually exclusive. The total reflects an unduplicated count of individuals who selected an under-represented ethnicity and/or gender group.

<sup>3</sup> This is not a mutually exclusive category. Individuals who selected this option may have been counted in the under-represented ethnicity and/or or gender groups as well.

## Appendix 1. 2017-2018 Membership Form

	<b>Application for Individual Membership</b> Membership dues rates are effective beginning July 1, 2012
---	--

### Step 1: Provide Your Contact Information

SALUTATION (e.g., Professor, Dean, Dr., Mr., Ms., etc.)		FIRST NAME	LAST/FAMILY NAME	
DEGREES (Please limit to no more than two)				
DEPARTMENT			TITLE	
INSTITUTION/COMPANY				
ADDRESS				
CITY		STATE/PROVINCE	ZIP/POSTAL CODE	COUNTRY
BUSINESS TELEPHONE		FAX	E-MAIL	
HOME ADDRESS (Optional)				
HOME TELEPHONE				
PREFERRED MAILING ADDRESS <input type="checkbox"/> WORK <input type="checkbox"/> HOME				

UNIVERSITY/ORGANIZATION AFFILIATION

Occasionally the Council provides its member mailing lists to third parties. Only name and preferred mailing address may be released. If you wish not to be included in these mailing lists, please check the box below.  
 I do not wish to receive third-party mailings.

### Step 2: Provide your Demographic Information

Demographic information is optional. Data may be released in aggregate for noncommercial research purposes and with proper assurances of confidentiality. Access to individual data is restricted to Council staff and governance groups for internal purposes, except as permitted by the individual member below.

1. Year of Birth: \_\_\_\_\_
2. Gender Identity:  Woman  Man  Intersex  Transgender/Gender Queer/Two-Spirit
3. Ethnic Identification (*check ALL that apply*)  
 African American/other Black  American Indian/Native American  Asian American  Pacific Islander  
 Chicano/Mexican American  Puerto Rican  White (*non-Hispanic*)  
 Other Latino/Hispanic  Other Group(s) (*please specify*) \_\_\_\_\_
4. Person with a Disability
5. Sexual Orientation  
 Lesbian  Gay  Bisexual  Heterosexual  Other

By checking the following box, you are permitting your demographic and contact information to be available to qualified researchers for noncommercial research purposes and with proper assurances of confidentiality.  
 I permit release of my demographic and contact information for noncommercial research purposes and with proper assurances of confidentiality. *(Application continues on back)*

### Step 3: Identify Volunteer Interest Areas

CSWE depends on its members to volunteer for service in several areas. Identify your interest to be contacted in the future about opportunities or for more information about your expertise.

- Member of a CSWE commission, council, or task force
- Journal of Social Work Education* guest reviewer or consulting editor
- Annual Program Meeting proposal reviewer

### Step 4: Select Membership Category

Membership Category <i>(check one)</i>	Dues
<input type="checkbox"/> <b>Full Member: Faculty and Administrators</b> Faculty and Administrator Members consist of persons holding paid faculty, administrative or managerial appointments in programs accredited by CSWE.	\$195
<input type="checkbox"/> <b>Full Member: Individual</b> Individual Members consist of individuals affiliated with national, state, local, voluntary, public social welfare agencies, and other professional social work organizations, field instructors with educational responsibilities for students in social work undergraduate and graduate programs, as well as others who wish to support social work education through membership in CSWE.	\$195
<input type="checkbox"/> <b>Associate Member: Emeritus</b> Emeritus Members consist of emeritus faculty or administrators from CSWE accredited programs and those programs in candidacy status.	\$75
<b>Associate Member: Student (Two Levels)</b> <input type="checkbox"/> Undergraduate/Graduate at \$55 or <input type="checkbox"/> Doctoral at \$95 Student Members consist of full-time and part-time students. A student member cannot hold a full-time academic appointment. Student enrollment verification will be required for each student membership application and renewal. Documentation of 1) student enrollment status with projected graduation date and 2) confirmation the student does not hold a full-time academic appointment is to be sent to the <a href="mailto:StudentMember@cswe.org">StudentMember@cswe.org</a> mailbox. Confirmation of student membership will be sent after review of the required documentation.	\$55 or \$95
<input type="checkbox"/> <b>Associate Member: Associate Organization</b> Associate Organization Members consist of agencies, institutions, professional libraries and library associations, and other organizations interested in social work education.	\$300

### Step 5: Select Dues Payment Option

Note: Applications are not processed until payment is received.

- Amount:**  Full Member - \$195  Emeritus - \$75  
 Student - \$55 or \$95  Associate Organization - \$300
- Method:**  
 Check or money order  
 International money order made payable to CSWE  
Credit Card; please charge my:  
 MasterCard  VISA  American Express

ACCOUNT NUMBER \_\_\_\_\_

EXPIRATION DATE \_\_\_\_\_ SECURITY CODE \_\_\_\_\_

SIGNATURE \_\_\_\_\_

NAME ON CARD \_\_\_\_\_

AUTHORIZED DATE \_\_\_\_\_

Member Dues	_____
Gero-Ed Center* <i>(optional)</i> :	_____
Katherine A. Kendall Institute Endowment* <i>(optional)</i> :	_____
Carl A. Scott Memorial Fund* <i>(optional)</i> :	_____
Ashley Brooks-Danso Memorial Fund* <i>(optional)</i> :	_____
Social Work Education Tribute Fund* <i>(optional)</i> :	_____
TOTAL	_____
*\$25 suggested minimum contribution	_____

**Send application and payment to:** Council on Social Work Education  
1701 Duke Street, Suite 200  
Alexandria, VA 22314-3457 USA  
Telephone: +1.703.519.2067 Fax: +1.703.683.8493