



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

Council on Racial, Ethnic, and Cultural Diversity Report to the Board of Directors

February 2022

The Council on Racial, Ethnic, and Cultural Diversity is a council of the Commission for Diversity and Social and Economic Justice. The council promotes expanding the knowledge base for educators, students, and alumni through education and by disseminating and encouraging research about members of historically and emerging underrepresented groups. It also initiates new activities and programs related to these groups in social work education while (a) acknowledging the impact of the entrenched influences of power, privilege, and oppression on their experiences and the larger social, economic, and political structure; (b) fostering critical understanding of their experience through an empathic lens; and (c) emphasizing social change and achieving equality and nondiscrimination and political, civil, social, economic, and cultural rights.

The Council on Racial, Ethnic, and Cultural Diversity also has the following functions:

- To initiate new activities and programs relevant to historically underrepresented groups in social work education.
- To prepare social work educators and students for teaching and practice that promotes human rights and social justice in which all individuals are treated with dignity and respect.
- To disseminate and encourage research about members of historically and emerging underrepresented groups to be used by educators, students, and alumni.
- To facilitate communication between the various historically and emerging underrepresented social work educator affiliated groups and the Council on Social Work Education.
- To broaden how the larger membership, and thus the field, understands the dynamics and intersectionality of the experiences of historically and emerging underrepresented groups in social work education.
- To provide recommendations for policies, consultation, and advice to the Commission for Diversity and Social and Economic Justice, Board of Directors, and the CSWE staff.

Meetings

We held three meetings during Fall 2021. Our first meeting welcomed new and returning councilors with an emphasis on establishing a foundation for the APM business meeting. The

traditional APM business meeting was split into two virtual meetings to support councilor scheduling needs. We anticipate one Spring 2022 meeting.

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:

- Three manuscript submissions that reflect our council’s effort to serve as the authoritative source of information on the preparation of social workers, provide thought leadership on critical issues, and advocate for social work education and research.
 - Drs. Candice Beasley, Melissa Singh, and Katherine Drechsler collaborated on “Anti-Racism and Equity-mindedness in Social Work Education: A systematic review. This manuscript was published online in the Journal of Ethnic & Cultural Diversity in Social Work (October 2021).
 - “Is social work exempt from microaggressions? A systematic review of racial microaggressions in social work education” was submitted to the Journal of Social Work Education (Authors: Drs. Dione M. King, Rebecca S. Rouland, Tyriessa H. Howell, Yarneccia D. Dyson, Lamont D. Simmons, & Ben Bencomo). This publication is the result of the Legacy Project launched in 2019.
 - "Critical Conversations in Compensating Social Work Field Education: A Systematic Review" was submitted to the Journal of Evidence-Based Social Work (Authors: Drs. Katherine Drechsler, Candice Beasley, and Melissa Singh).
 - “Student-Centered Social Work Field Education: A Systematic Review” was submitted to the Journal of Ethnic & Cultural Diversity in Social Work (Authors: Drs. Melissa Singh, Katherine Drechsler, and Candice Beasley)
- The 2021 APM CONNECT session, “Beyond the words: Moving towards racial justice in social work education,” developed by Melissa Singh, Sara Beth Plummer, Ebony Perez, Katherine Dreschler, Jessica Yang, and Dione King with Candice Beasley and Yarneccia Dyson as proposal contributors.
- The CRECD APM junior faculty and doctoral student awards recognized publications from Dr. Anna Ortega-Williams, Wringing out the “Whitewash”: Confronting the Hegemonic Epistemologies of Social Work Cannons (Disrupting the Reproduction of White Normative) and doctoral student, Dashawna Fussell-Ware, “Gray Clouds Over Ivory Towers: Struggles Facing Black, First Generation Social Work Research Doctoral Students”.

- Collaborative efforts between CRECD and CSOGIE on the 2021 APM 2-QTPOC Social Impact Award (Recipient: Dr. Ramona Beltrán).

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

Strategies:

- Provide professional and faculty development opportunities to support social work educators in their roles.
- Provide curricular resources that exemplify quality and innovation in social work education.
- Support member institutions in developing and maintaining an accredited program.
- Promote and ensure educational quality and continuous improvement in accredited social work programs that facilitates the preparation of competent social workers.
- 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:

- Three manuscript submissions highlighted in Goal 1
- The 2-QTPOC Social Work Impact and APM CRECD awards highlighted in Goal 1
- CRECD Councilor, Katherine Dreschler also received the best empirical article award from the Journal of Social Work Education for her publication entitled, “Engage in diversity and difference in practice competency: Exploring the explicit curriculum and outcome measures of graduate social work programs.” This publication emphasized the importance of developing the engaging in diversity and difference in practice skill in social work education.

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

Strategies:

- Support student pursuit of social work as a career.
- Assist faculty in advancing through their academic career.
- Develop future leaders and administrators for social work education.
- 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:

- Three manuscript submissions highlighted in Goal 1
- The 2-QTPOC Social Work Impact and APM CRECD awards highlighted in Goal 1
- CRECD hosted three virtual writing sessions during the summer for CRECD councilors to support faculty development and career advancement.

- Additional publications from CRECD councilors extend this goal through the participation of historically underrepresented groups in social work education.
 - The Necessity of Disrupting and Dismantling the System of Social Work Education for the Future of the Profession of Social Work- Advances in Social Work (Nathan Perkins & D. Crystal Coles)
 - In My Own House: Experiencing Racism and Discrimination as a Black Academic in a School of Social Work-submitted to Journal of Reflections (D. Crystal Coles)
 - I Am Not a Fraud: Reconsidering Impostor Syndrome in Black and Latinx Social Work Women Faculty (Diana Franco, Dana K. Harmon & Addie McCafferty)

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:

- CRECD networking and peer-to-peer learning opportunities during meetings to discuss potential scholarly collaborations that advance social justice, social work, and social work education. Examples of councilor publications are listed under Goals 1 and 3.
- The co-chairs modified the committee structure to increase councilor participation and engagement and opportunities for volunteer leadership and shared governance.
- We hosted three virtual summer writing sessions via Zoom to increase member engagement.
- The CRECD CONNECT session, APM awards, and publication projects provide forums to promote and disseminate research and scholarship consistent with the CRECD charge and CSWE Strategic Framework

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:

- Disseminated job postings through the CRECD listserv to provide broader access to faculty and students of color.
- Continued collaborations with CSOGIE on the 2-QTPOC Social Work Impact award.
- The co-chair (lead, co-lead) structure was maintained to ensure continuity for CRECD. Additionally, leadership/co-chair materials were developed to support long-term stability of the council.
- Co-chairs engaged in annual planning and utilized mentorship and support from the previous chair, Yarneccia Dyson (2018-2020).
- CRECD transitioned from an individually registered box account to CRECD Gmail to store and maintain current and prior materials. This shift will facilitate greater continuity during CRECD leadership changes.

The Council has continued to actively engage in projects that further the CRECD mission and charge. We continue to utilize the chair-co-chair leadership process with co-chairs serving overlapping, two-year terms with the previous co-chair remaining on the council for one additional year to offer a smooth and continuous leadership transition.

- 2020-2021 co-chairs were: Maria Torres and Dione King
- The 2021-2022 co-chairs are Dione King and Melissa Singh. (Note: Maria Torres rolled off at the end of her chair term. Yarneccia Dyson continued to provide leadership as the former co-chair (2018-2020).
- Melissa Singh will move into the lead chair role for the 2022-2023 term.

The Council is especially grateful for the support and guidance of Cydne Nash throughout the year. We are also excited to work with Swathi Reddy and extend our thanks as Swathi stepped in upon Cydne's departure allowing us to maintain consistent CSWE guidance and support.

Respectfully submitted,

Dione M. King & Melissa Singh
CRECD Co-chairs

Council on Disability & Persons with Disabilities
Report to the Board of Directors

March 2022

Charge from the Board of Directors

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.

Meetings

The Council on Disability and Persons with Disabilities conducted its fall business meeting virtually on October 26, 2021, ahead of the CSWE Annual Program Meeting. A virtual winter business meeting was also held on January 21, 2022. All other council work was conducted via teleconference, in subcommittees, and/or over email communications.

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

Strategies

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

CDPD activities to further this goal and strategies include:

- At the request of the Joint Commissions on Educational Policy & Accreditation the Council drafted language for AS 3.4.6, which was submitted for the joint commissions' consideration in formulating EPAS 2022.
- As per discussion at the October annual business meeting, and in light of the fact that there is currently no systematic data collection relative to disability demographics of social work students in the US, the Council reached out to the CSWE leadership to explore the feasibility of including an item(s) on student disability in the CSWE Annual Program Survey. We are currently seeking feedback from council members and working

with the research specialist Dr. Reddy to develop the specific wording for the survey item to be included in the next Annual Survey.

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

Strategies:

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

CDPD activities to further this goal and strategies include:

- **Annual Connect Session:** The 2021 CDPD Connect Session focused on disability justice as a tool for fostering diversity, equity, and inclusion in social work. Due to the pandemic, this connect session has been transitioned to the Spring Learning Academy.
- **Intentional infusion of APM with disability-related sessions:** Despite the challenges of the COVID-19 pandemic, 3 Council members delivered presentations within the disability track of the 2021 APM.
- **Disability Curricular Resource:** We have continued to promote and update the Curricular Resource on Issues of Disability and Disability Competent-Care, which Council members created in 2018 in collaboration with colleagues from the CSWE Diversity Center and the Lewin Group. For the year of 2021, the resource had about 1,392 downloads, thus continuing to serve as a very visible resource for our colleagues around the country. The curricular resource is now appearing on two of the CSWE Diversity Center webpages; (1) Disability-Competent Care <https://www.cswe.org/Centers-Initiatives/Centers/Center-for-Diversity/Diversity-Justice-Practice/Disability-Competent-Care> and (2) <https://cswe.org/Centers-Initiatives/Centers/Center-for-Diversity/Curricular-Resource-on-Issues-of-Disability-and-Di.aspx> A subcommittee is currently working on an organized way to seek updated resources for the guide from social work educators.
- **Support for Disabled Students in Field:** A subcommittee of Council members has begun to meet to develop curricular resources to support disabled students in their field experience. The subcommittee is currently reviewing policies and practices to support disabled students in field in a variety of social work programs. We intend to further concretize this initiative during 2022.
- **Experiences of Social Work Students, Faculty, and Staff with Disabilities: Photovoice-inspired Project:** With support from Special Project Funding for CSWE

Commissions and Councils, CDPD is currently engaged in a research project exploring the experiences of social work students, faculty, and staff with disabilities. To increase the inclusivity of the project, participants can share a creative expression of their interest, including but not limited to photos, sound collages, scrap booking, or poetry. Twelve of 30 anticipated submissions have been received as of this report. The findings of this project will be used to inform the knowledge base for social work educators on how they can improve the quality of social work education to better meet the needs of disabled students, faculty, and staff.

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

Strategies:

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

CDPD activities to further this goal and strategies include:

- **Disability Manuscript Award:** The Council presented the 8th annual Disability Manuscript Award in association with the 2021 APM. The award recognizes scholarship that contributes to knowledge about disability; full participation of persons with disabilities; social, political, and economic issues related to disability and persons with disabilities; and social work education curriculum materials focused on disability and persons with disabilities.
 - The Recipients of the 2021 Disability Manuscript Award were Dr. Lisa O'Donnell, Kathy Szechy, MSW (and PhD candidate), and Dr. Amy Loree from Wayne State University, for their manuscript titled, *Public Attitudes Towards Individuals with Bipolar Disorders*
 - The Honorable Mention for 2021 went to Ami Goulden, MSW (and PhD candidate), Ran Hu, MSW MA, and Dr. Bryn King from the University of Toronto for their manuscript titled, *Life Satisfaction for Youth with Disabilities: The Mediating Role of Resilience*
- **Mentorship Program:** A subcommittee has been formed to further explore the feasibility of the creation of a mentorship program focused on disability. The subcommittee is in the process of gathering information about similar programs that might be used as foundation for the disability mentorship program.

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

Strategies:

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

CDPD activities to further this goal and strategies include:

- Council plans to focus its 2022 Connect Session on visioning for disability-inclusive social work education for the next decade

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

Strategies:

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

CDPD activities to further this goal and strategies include: N/A

Conclusion:

Council members continue to feel that CDPD has been highly productive over the past few years and that the Council membership has bonded well in order to work collaboratively. We have a number of new members that are interested in generating and contributing to Council initiatives. The Council continues to engage in proactive planning for continuity of leadership and to discuss strategies for building upon recent achievements to continue to push forward with our Charge.

Respectfully submitted,
Michael Clarkson-Hendrix (SUNY Fredonia)
Claudia Sellmaier (University of Washington, Tacoma)
CDPD Co-Chairs
1/26/2022

Council on the Role and Status of Women
Report to the Board of Directors

March 2022

The following report summarizes the membership of the Council on the Role and Status of Women in Social Work Education (a.k.a., Women’s Council [WC]) and describes the activities of the WC related to the goals in the CSWE Strategic Plan 2020-2022.

The Women’s Council has met on two occasions. A third meeting will occur before the end of our operating year.

1. A new member orientation meeting was virtually held in August 2021. Our four new councilors attended. In addition, three current councilors attended the orientation.
2. Twenty-four members attended our virtual fall annual meeting scheduled during the 2021 APM.
3. A spring virtual meeting in May 2022 is anticipated.

In 2022, we anticipate filling four positions on the WC for the upcoming nominations cycle.

- One member will be rotating off the council as of June 30, 2021. This member is Nada Elias-Lambert.
- Three members who are completing their first term have been inactive. The council does not anticipate their seeking a second term.
- Five members will be eligible for a second term. They are Stephanie Hamm, Tina Dothard Peterson, Belinda Davis Smith, Bernadine Waller, and Corinne Warrener.

Meetings

The Women’s Council has met on two occasions. A third meeting will occur before the end of our operating year.

1. A new member orientation meeting was virtually held in August 2021. Our four new councilors attended. In addition, three current councilors attended the orientation.
2. Twenty-four members attended our virtual fall annual meeting scheduled during the 2021 APM.
3. A spring virtual meeting in May 2022 is anticipated.

A revised Women’s Council (WC) charge was approved by the CSWE Board of Directors in March 2021. The WC realigned the work of their sub-committees to fulfill their charge and also connect with the goals of the 2020 – 2022 CSWE Strategic Framework. Each sub-committee completes tasks in accordance with the functions identified in the WC charge. This information is available in table format in the 2021-2022 Activity Chart for the WC.

The following report highlights the activities of the WC for 2021-2022. The goals and strategies are part of the 2020-2022 CSWE Strategic Framework while the Women’s Council activities are noted after the goal and strategies.

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

Strategies

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

Activities to further this goal and strategies include:

Women’s Council (WC) activities to further this goal and strategies include:

The WC activities related to this CSWE goal include: (#3) develop and promote feminist perspective in policies, procedures, and structures within academe and social work education.

- 1. The WC Connect Session team, which is part of the Professional Development sub-committee, presented a Connect Session at the 2021 APM. The presentation title was “Feminist Academic Co-Mentoring: An Equity Focused Model that Promotes Relationships and Support.” A new Connect Session team is preparing to submit a proposal for the 2022 APM Connect Session. The proposed topic is “Innovative Opportunities for Feminist and Womanist Leaders in the Academy.” (WC Activity #3).
- 2. Shannon Butler Mokoro, a current WC councilor and past co-chair, is a special edition co-editor for an issue of *Affilia*. Her collaborating partner is a Tina Chiarelli-Helminiak, a previous WC councilor. (WC Activity #3).
- 3. The WC Positions and Statements team is an ad hoc Professional Development sub-committee. As needed, this team writes position statements relevant to current issues. (WC Activities #3).

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

Strategies:

- k. Provide professional and faculty development opportunities to support social work educators in their roles.
- l. Provide curricular resources that exemplify quality and innovation in social work education.
- m. Support member institutions in developing and maintaining an accredited program.
- n. Promote and ensure educational quality and continuous improvement in accredited social work programs that facilitates the preparation of competent social workers.
- o. 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:

The WC activities related to this CSWE goal include: (#3) develop and promote feminist perspective in policies, procedures, and structures within academe and social work education.

1. The WC Connect Session team, which is part of the Professional Development sub-committee, presented a Connect Session at the 2021 APM. The presentation title was “Feminist Academic Co-Mentoring: An Equity Focused Model that Promotes Relationships and Support.” A new Connect Session team is preparing to submit a proposal for the 2022 APM Connect Session. The proposed topic is “Innovative Opportunities for Feminist and Womanist Leaders in the Academy.” (WC Activity #3).
2. The WC Curriculum Resource team, which is part of the Professional Development sub-committee, is collaborating with CSWE to write a Curriculum Resource. (WC Activity #3).
3. The WC Writing Group is part of the Professional Development sub-committee. The WC plans to pilot at least one online writing group this spring. (WC Activity #3).
4. Shannon Butler Mokoro, a current WC councilor and past co-chair, is a special edition co-editor for an issue of *Affilia*. Her collaborating partner is a Tina Chiarelli-Helminiak, a previous WC councilor. (WC Activity #3).

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

Strategies:

- i. Support student pursuit of social work as a career.
- j. Assist faculty in advancing through their academic career.
- k. Develop future leaders and administrators for social work education.
- l. 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:

The WC activities related to this CSWE goal include: (#1) Provide leadership; (#3) Develop & promote feminist perspectives in policies, procedures, and structures within academe and social work education; and (#4) Promote women leaders who embody feminist perspectives in social work education.

1. This year the WC implemented a Leadership Team comprised of five members. Those members include two co-chairs with one co-chair acting as the presiding chair and the other as the incoming chair. The third member is the past co-chair while the remaining two members are interested in learning about the co-chair positions. The Leadership Team provides mentorship opportunities for future leaders of the Women’s Council and engages council members in a shared governance model. (WC Activity #1).
2. The WC received approval to have a student member sit on the council. We are actively seeking a student member with the hopes of having a student join the council during the 2022-2023 year. (WC Activity #3).

3. The WC Professional Development sub-committee provides opportunities for its councilors to submit articles for publication (collaboration with Affilia for a special edition) and presentation (through WC Connect Session). (WC Activity #3).
4. During 2021 APM, the WC hosted a virtual Awards Ceremony to honor the recipients of our four awards. The awards included the Community Impact Award, Feminist Manuscript Award, Feminist Scholar Award - Educator, and Violence Against Women and Children (VAWC) Award. The awards promote the scholarship of social work educators and practitioners. The WC also received approval to offer a Feminist Manuscript Award for a student beginning with 2022-2023. This online celebration was held in lieu of a face-to-face Feminist Networking Breakfast, which the WC hopes to be part of during the 2022 APM. (WC Activity #4 & 5).

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

Strategies:

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

Activities to further this goal and strategies include:

The WC activities related to this CSWE goal include: (#1) Provide leadership; (#2) Foster an interconnected & inclusive community; and (#4) Promote women leaders who embody feminist perspectives in social work education.

1. This year the WC implemented a Leadership Team comprised of five members. Those members include two co-chairs with one co-chair acting as the presiding chair and the other as the incoming chair. The third member is the past co-chair while the remaining two members are interested in learning about the co-chair positions. The Leadership Team provides mentorship opportunities for future leaders of the Women's Council and engages council members in a shared governance model. (WC Activity #1).
2. The WC Social Media & Technology sub-committee continues to increase connections with our councilors through the use of Twitter, Instagram, CSWE Sparks!, and our newsletter updates. (WC Activity #2).
3. During 2021 APM, the WC hosted a virtual Awards Ceremony to honor the recipients of our four awards. Before and during the celebration participants were provide a time to meet each other. This online celebration was held in lieu of a face-to-face Feminist Networking Breakfast, which the WC hopes to be part of during the 2022 APM. (WC Activity #4).

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

Strategies:

- g. Increase understanding of and engagement in the full array of programs and services CSWE offers its members.
- h. Invest in the systems and infrastructure CSWE needs to support member engagement and data-driven decision making.
- i. 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:

Women's Council activities to further this goal and strategies include:

The WC activities related to this CSWE goal include: (#1) Provide leadership.

1. This year the WC implemented a Leadership Team comprised of five members. Those members include two co-chairs with one co-chair acting as the presiding chair and the other as the incoming chair. The third member is the past co-chair while the remaining two members are interested in learning about the co-chair positions. The Leadership Team model seeks to mentor and retain future leaders of the Women's Council. (WC Activity #1).
2. During 2021 APM, the WC hosted a virtual Awards Ceremony to honor the recipients of our four awards. This ceremony along with the Feminist Networking Breakfast offer an opportunity to engage with others CSWE members and promote inclusiveness in our membership. This online celebration was held in lieu of a face-to-face Feminist Networking Breakfast, which the WC hopes to be part of during the 2022 APM. (WC Activity #4).

In closing, we wish to express our appreciation for Cydne Nash, our previous liaison, and Gladys Mendez, our current liaison. They go above and beyond to support our council while we strive to promote feminist and womanist practice in social work education. Although we paused the annual Feminist Networking Breakfast at the Annual Program Meeting (APM), we extend gratitude to CSWE for their ongoing support of this event. We look forward to an in-person breakfast at our 2022 APM.

Respectfully submitted,

Rebecca E. Coleman and Erin L. Nau, Co-chairs

The Council on the Role and Status of Women in Social Work Education (Women's Council)