

**Council on Social Work Education  
Center for Diversity and Social & Economic Justice**

***Strategic Priorities 2018 – 2021***

The Center for Diversity and Social & Economic Justice (Diversity Center) is a center of the Council on Social Work Education (CSWE) established to advance the quality of social work education for a professional practice that promotes individual, family, and community well-being and social and economic justice. In alignment with the [2010–2020 CSWE Strategic Plan](#), the Center will pursue this mission by promoting, developing, and sustaining social work leadership, teaching, research, curricula, knowledge-building, and institutional arrangements that foster the achievement of diversity and social and economic justice.

**Strategic Goals**

1. The Diversity Center will increase its visibility and engagement.
2. The Diversity Center will develop a pool of subject matter experts.
3. The Diversity Center will work to increase representation of social work scholars from historically marginalized groups.
4. The Diversity Center will grow and diversify resources.

**1. The Diversity Center will increase its visibility and engagement.**

Engage schools and departments of social work to be active in the Center

- *Invite social work schools and departments to publicize their activities on diversity and social and economic justice (hereafter, diversity and justice) on the Center's web page*

Increase dissemination of advancements in knowledge

- *Expand the Center's web page with content and links about diversity and justice*
- *Use social media to alert followers of Center activities, such as new information on the Center's web page*
- *Maximize the use of CSWE e-newsletter (Compass), including a monthly entry*
- *Explore creating a MOOC (massive open online course) on diversity and justice issues*
- *Support activities on diversity and justice through links to research findings, editing journal special issues, education initiatives, etc.*

Develop greater visibility of the Center at APM starting in 2018

- *Develop a Center button to give to attendees*
- *Pass out flyers at the Carl A. Scott Lecture*
- *Have special sessions at APM on diversity and justice*

Develop an EPAS Curricular Guide on diversity and justice

- *Develop a workgroup to advise and develop the EPAS Curricular Guide*
- *Create concrete ways to include broad participation, including asking for feedback from Commissions, Councils, Affiliate Groups, and other CSWE members*
- *Ensure that every school and department has easy access to the EPAS Curricular Guide*

## **2. The Diversity Center will develop a pool of subject matter experts.**

Recruit Center fellows from the CSWE Membership and other relevant organizations

- *Develop a Center fellow position, including requirements, benefits and potential activities*
- *Secure funding for the position as part of the Center's development plan*
- *Reach out to the general membership to apply to become "Center Fellows"*
- *Reach out to other organizations, such as SSWR and AASWSW, to identify potential Center Fellows*
- *Specifically target volunteers from the pool who apply to be on the Diversity Commission*

Collaborate with subject matter experts to curate and develop resources on diversity and justice through a variety of projects

## **3. The Diversity Center will work to increase representation of social work scholars from historically marginalized groups.**

Create a pipeline for students from historically marginalized groups

- *Collaborate with other organizations, including GADE and SSWR, in efforts to improve the "pipeline"*
- *Create a network of doctoral students and faculty from marginalized groups*
- *Create a directory of doctoral students from marginalized groups*
- *Connect doctoral students to established scholars, including subject matter experts*
- *Collect data on racial and ethnic breakdown of faculty by rank in CSWE annual statistics*

Provide support for deans, directors and faculty on ways to successfully recruit and retain faculty from historically marginalized groups

- *Provide training through regular sessions at CSWE, SSWR, NADD and BPD on supporting marginalized faculty*

## **4. The Diversity Center will grow and diversify resources.**

Create a development plan for the Center

- *Meet with previously successful development professionals in social work for help in developing a plan*
- *Contract with a development professional who has experience raising funds for similar organizations, such as issue-specific development consultants (e.g. women's issues) or academic organizations, to assist with developing a plan*
- *Meet with foundation officers at Schools for input into developing a plan*

Reach out to corporations, foundations, or associations who could sponsor Center activities

- *Identify projects, activities, or parts of the web page that could be funded by specific funders*
- *Use a contracted development consultant and other experts to develop an outreach plan*
- *Increase networking efforts to find potential donors*
- *Identify up to five corporations with diversity and/or social & economic justice interests that would be willing to sponsor or underwrite Center projects or activities*