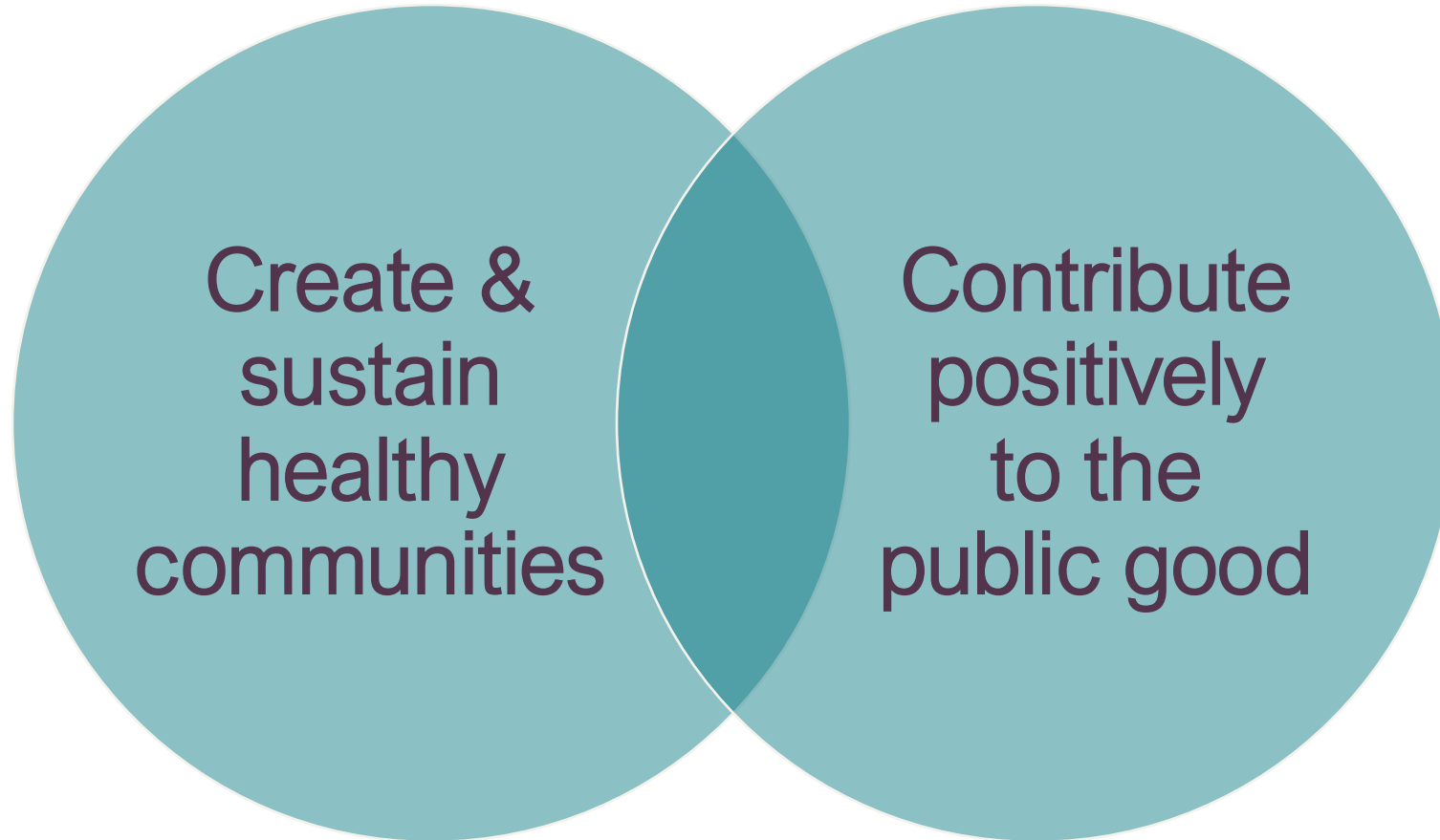


Practice Doctorate Accreditation: ADEI

Why ADEI?

- ADEI are our profession's legacy, promise, & responsibility
- Evidence of positive outcomes of a diverse workforce
- Aim of program to prepare for practice:
 - Often includes licensure and related exam content
- Direct impact on communities and individuals

Core of CSWE Accreditation



ADEI Explicit Curriculum: AS 2.0.1

Explicit Curriculum

“The explicit curriculum is the program’s design and delivery of formal education to students, and it includes the curriculum design, courses, course content, and required academic product(s) for each of its program options.”

([2025 AS IG, p. 20](#))

ADEI & Explicit Curriculum

Accreditation Standard D2.0.1: The program engages in specific and continuous efforts within the explicit curriculum related to anti-racism, diversity, equity, and inclusion.

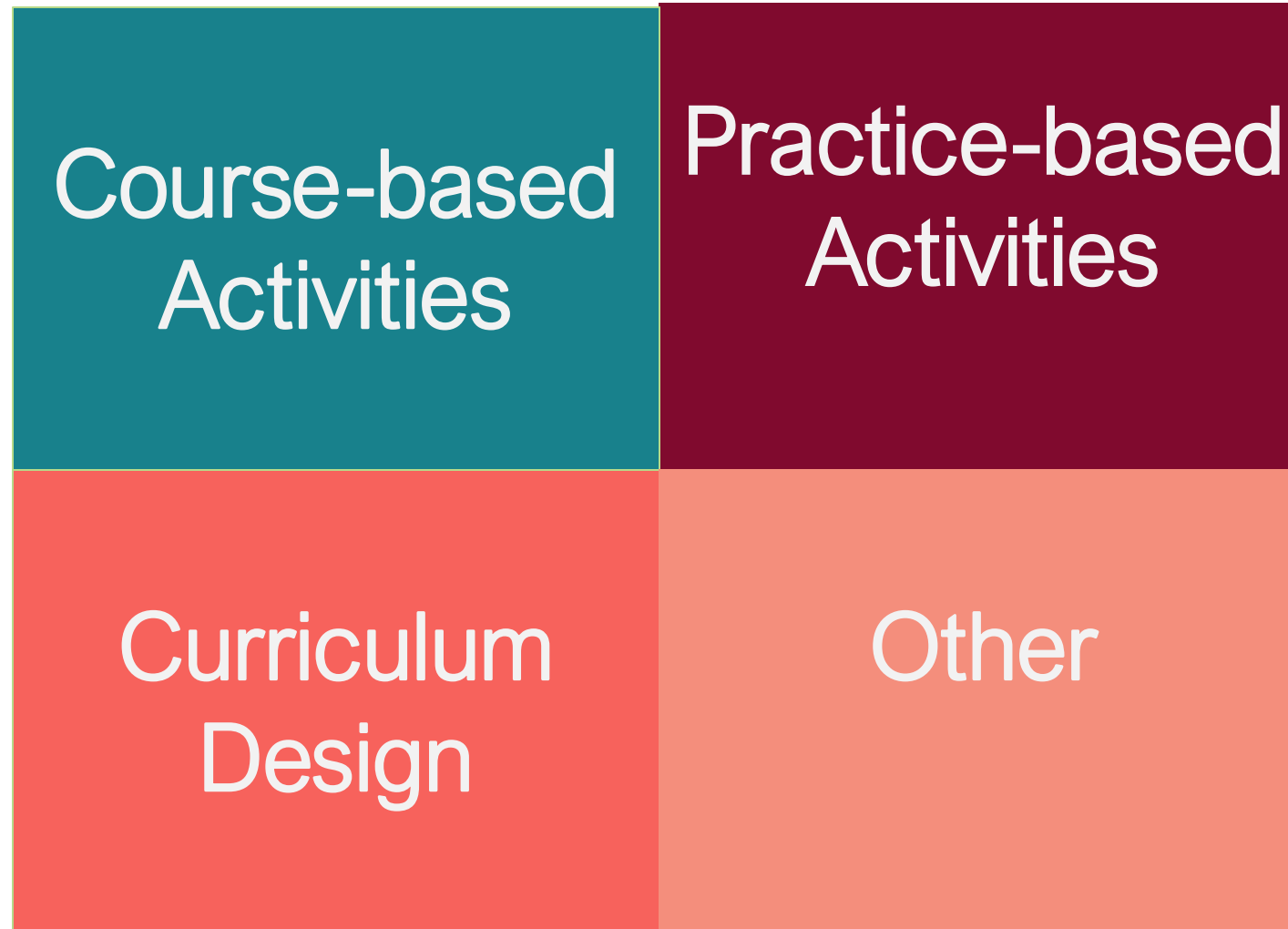
ADEI & Explicit Curriculum

Compliance statement a: The program provides examples of its specific and continuous efforts within the explicit curriculum related to ADEI.

ADEI Elements

- Identify specific and continuous efforts within the explicit curriculum that address each of the following areas:
 - Anti-racism
 - Diversity
 - Equity
 - Inclusion

Explicit Curriculum: ADEI Examples



Explicit Curriculum: ADEI Examples

Course-based Activities

- Structured ADEI dialogue/discourse
- Assignments focused on learning about White supremacy, positionality, power, privilege, & difference
- In-class activities focused on intersectionality & developing cultural humility/competency
- Exercises exploring current issues impacting clients and communities
- Classroom organizing to dismantle oppressive policies

Explicit Curriculum: ADEI Examples

Course-based Activities

- Projects on dismantling oppressive systems
- Storytelling projects and displays
- Dialogue skills training
- Hosting guest speakers/panels
- Designated class time to honor, reflect upon, or discuss current or historical events
- Teaching ADEI concepts & theories

Explicit Curriculum: ADEI Examples

Practice-based Activities

- Reflective exercises on practice with historically and currently oppressed populations

Explicit Curriculum: ADEI Examples

Curriculum Design (including syllabi)

- Readings from the global majority
- Majority of authors in each syllabus have diverse identities and perspectives
- Curriculum design frameworks/pedagogies
- Statements and land acknowledgements in syllabi
- Accessible course materials and platforms
- Gender inclusive language in all syllabi

Explicit Curriculum: ADEI Examples

Other

- Offering a specialization, track, focus, or certificate program focused on ADEI concepts (e.g., anti-oppressive practice)
- Teaching courses in local languages
- Study abroad social work courses
- International course partnerships & projects
- Teaching ADEI concepts via simulations, virtual reality, and/or artificial intelligence
- Offering education pathways or courses to students that are incarcerated
- Neuro-inclusive teaching techniques

Small Group Discussion



ADEI Implicit Curriculum: AS 2.0.2

Implicit Curriculum

“The implicit curriculum consists of the student learning experience and the program context or environment.”

(2025 AS IG, p. 28)

ADEI & Implicit Curriculum

Accreditation Standard D2.0.2: The program engages in specific and continuous efforts within the implicit curriculum related to anti-racism, diversity, equity, and inclusion.

ADEI & Implicit Curriculum

Compliance statement a: The program provides examples of its specific and continuous efforts within the implicit curriculum related to ADEI.

ADEI Elements

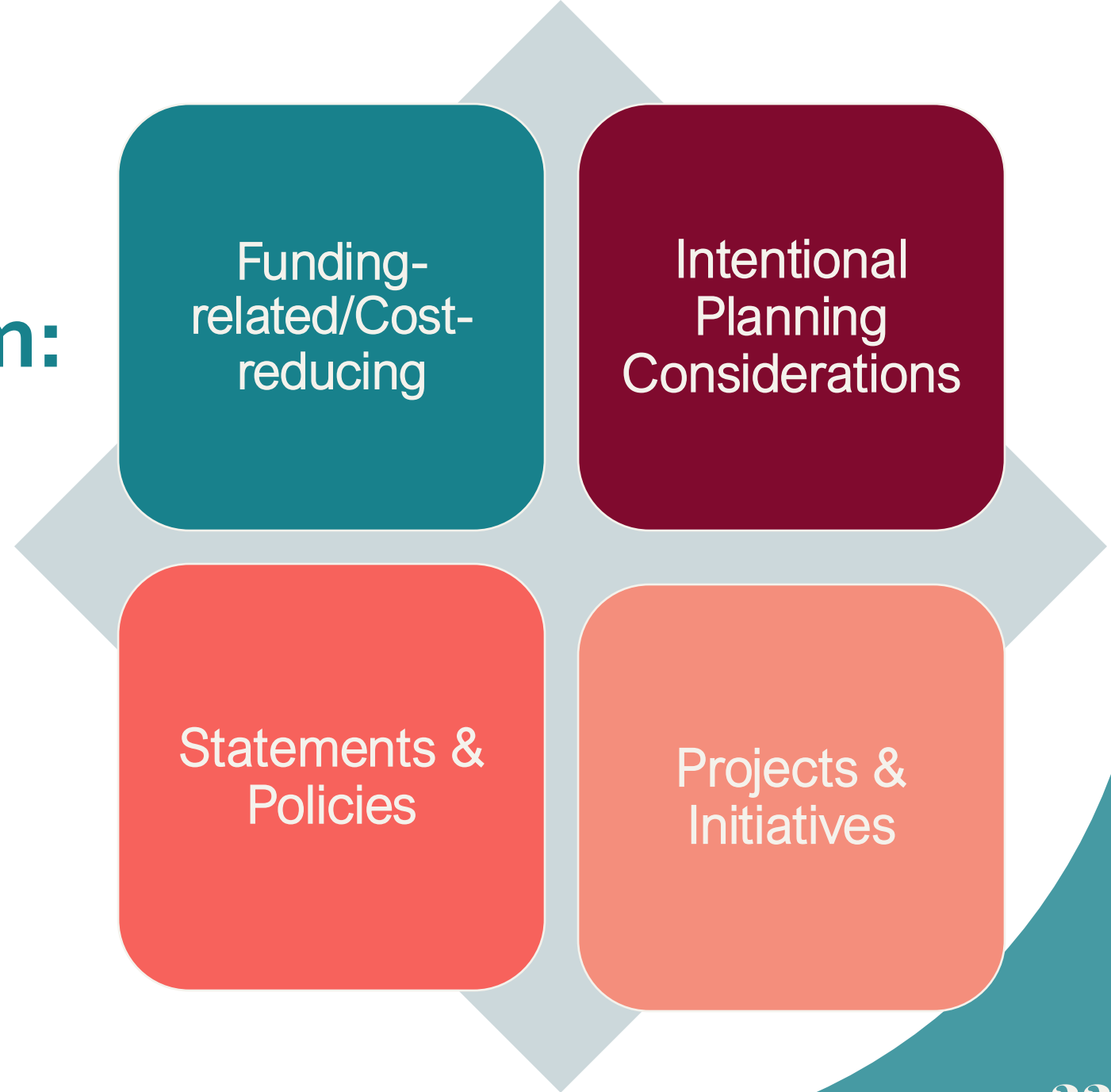
- Identify specific and continuous efforts within the implicit curriculum that address each of the following areas:
 - Anti-racism
 - Diversity
 - Equity
 - Inclusion

ADEI & Implicit Curriculum

Focus of this standard:

- What intentional efforts are made throughout program operations, outside of the formal curriculum design and delivery to prioritize ADEI?

Implicit Curriculum: ADEI Examples



Implicit Curriculum: ADEI Examples

Funding-related/Cost-reducing

- Grant-funded initiatives
- Grants or funding sources
- Scholarship and fellowship programs for students from marginalized communities
- Low/no cost professional development or continuing education credits
- Laptop or technology borrowing program
- Host a virtual or physical community board for resource exchange
- Offering organizational memberships to students, faculty, staff, field instructors
- Community garden, food pantry, clothing/toiletry closet for students & their families

Implicit Curriculum: ADEI Examples

Intentional Planning Considerations

- Extended or virtual office hours
- Child-friendly classrooms for students who are parents; childcare at events
- Inclusive space/room
- Offering a program option in underserved communities
- Events hosted only in spaces that are accessible, have gender inclusive restrooms
- Accessible LMS, educational technology, classroom, etc.
- Option for transgender individuals to change their name and pronouns in platforms & records
- No cost refreshments/meals shared during educational events
- Symbols and aesthetics in the learning environment (e.g., pride flag)

Implicit Curriculum: ADEI Examples

Statements & Policies

- Statements and land acknowledgements with action plans
- Program/cohort community guidelines
- Ethical research engagement guidelines
- Copy/paste relevant written policies regarding implicit curriculum efforts made to prioritize ADEI.
 - Restorative justice principals integrated into due process policies
 - Gender inclusive language in all policies, handbooks, and manuals

Implicit Curriculum: ADEI Examples

Projects & Initiatives: Extracurricular Programming

- Structured ADEI dialogue/discourse (e.g., townhalls, community conversations, listening sessions with various groups)
- Extracurricular programs and events
 - Cultural festival or dance
 - World meal potluck
 - Wacipi or powwow hosted by indigenous tribe(s)
 - Art performance or installation
 - Indigenous storytelling
 - Interfaith gathering/dialogue
- Conferences and speaker series
- Celebrations in honor of awareness or cultural days or months

Implicit Curriculum: ADEI Examples

Projects & Initiatives: Community-based/-focused

- Engaging in community-based advocacy projects that [...] justice issues
- Faculty and/or student team research foci
- Community partnerships – Intentional relationships to expand resources
- Student, faculty, and staff recruitment and retention processes that reflect the communities served by the program
- Student organization projects & social movement organizing
- Social movement organizing
- Fundraisers or drive collections for agencies, causes, or drives

Implicit Curriculum: ADEI Examples

Projects & Initiatives: Trainings

- Professional development offerings for emerging professionals
- Faculty providing ADEI-related consultation, trainings, or resources to other academic programs or community partners
- Faculty trainings and professional development opportunities
 - Anti-racist pedagogy
 - Harm reduction
 - Implicit or unconscious bias

Implicit Curriculum: ADEI Examples

Projects & Initiatives: Other

- Safe/brave spaces for students from diverse backgrounds
- Social identity affinity groups
- ADEI-focused culture/climate initiatives
- Legislative policy advocacy projects/events
- Culturally competent mentorship programs and advising services for underrepresented groups
- Programs for first generation, second career, or transfer students
- Offering/promoting awareness of whole health resources for students, faculty and staff



Individual Brainstorm

Small Group Discussion





Questions & Discussion