

Two years ago, the School of Social Work created a new Diversity and Inclusion Statement (<https://socwork.wisc.edu/statement-diversity-and-inclusion>) that has guided our recent initiatives. Below are some highlights of this year's work. In addition, all of our committees are tasked with discussing diversity and inclusion, and all of our Faculty Meetings address diversity and inclusion. Our faculty and staff also participated in L&S efforts (trainings, etc.)

- We had a **fall retreat on diversity and inclusion for all SSW faculty and staff**. The morning was about improving one's own work (e.g., integrating diversity and inclusion better into coursework, committees) and the afternoon was about improving school efforts on diversity and inclusion and moving this agenda forward.
- In the spring we brought in a national consultant (Tanya O. Williams) for a full-day training for teaching faculty titled **"Creating Equity and Inclusion in the Classroom."**
- We include training on diversity and inclusion in all our **orientations for students and trainings for faculty and field supervisors** (hundreds of community social workers).
- Betty Kramer (Associate Director) ran **"teaching circles"** for faculty including topics such as managing hot moments and developing an inclusive environment.
- **Hiring:** We hired both a clinical faculty member and a long-term lecturer who are people of color, and have two new Board of Visitor members who are people of color.
- We held our third annual **Racial Injustice Conference** in January for over 400 social workers in the community and faculty and students.
- The **curriculum committee** is facilitating systematic integration of diversity, intersectionality, and inclusion into all coursework.
- Faculty approved **new course evaluations** that include items on cultural humility, inclusion in the classroom, multiple dimensions of diversity, and intersectionality.
- Stephanie Robert created a training curriculum **"Mentor Training for Social Science Researchers"** that emphasizes improving equity and inclusion in mentorship of students, postdocs, and junior faculty. This training could be implemented on campus to complement similar trainings being run for STEM faculty.
- **Examples of engaged Students:** We have multiple student organizations within the SSW that have been active in running brownbags and events on diversity and inclusion, such as our LGBTQ+ group. A BSW student completed an independent study on the practice of allyship with marginalized communities, and then facilitated an interactive seminar for students on whiteness, white engagement in anti-racist movements, and white social worker's accountability to communities of color. Two students completed a project in the spring on diversity and inclusion in the classroom, and created materials for faculty (e.g., syllabi checklist for diversity and inclusion, resource list).
- We have an active **Committee on Diversity** comprised of faculty, staff, and students. This spring they implemented a survey (165 participating SSW students) to learn about student experiences regarding diversity and inclusion and student recommendations for change. The survey results will inform ongoing and new work of this committee.
- The **Committee on Diversity** had a six-hour **strategic planning meeting** in June to prepare new initiatives for 2017-18.
- We will start the year with a **Student of Color Fall 2017 potluck** – 62 undergraduate and graduate students of color have been invited, along with the SSW faculty and staff.