

Highlights of Diversity and Inclusion Efforts – School of Social Work – 2017/18

As with last year, addressing diversity and inclusion was a priority in our school.

- We have an active *Committee on Diversity* with faculty, staff, and student representatives.
- We held multiple *Cultural Dialogues* designed to facilitate conversations between faculty, students and staff about diversity, power, oppression and privilege.
- A Visit Day was held for BSW & MSW applicants of color who were accepted into the program. Among the activities, applicants met with current students of color for a catered lunch to give the accepted applicants of color the opportunity to talk with current students of color confidentially.
- We held our *Spring Dinner* for current and newly-accepted students of color in our Social Welfare, BSW, MSW, and PhD programs (held on Visit Day). The purpose is to welcome potential incoming students and their families, acknowledge current students, and celebrate graduating students.
- We recruited at three recruitment events held at MATC. One event was for African American youth, one for Asian youth, and another for Latino youth.
- We sent two students and a faculty member to attend the *National Association of Black Social Workers*. One of these students recently started the Madison chapter of the NABSW.
- We held our *Annual Racial Injustice Conference*, which was attended by over 500 community members, students, faculty, and staff (with a long waiting list).
- We had a consultant come do a full-day training with our faculty for a *Winter Teaching Retreat on Diversity and Inclusion*, focusing on having difficult conversations in the classroom.
- We started an endowed fund called the *Tamara Grigsby Memorial Fund for Diversity and Inclusion*, used to support efforts in the school to improve our diversity and inclusion efforts.
- We held a well-attended reception to launch the *Tamara Grigsby Memorial Fund for Diversity Inclusion*. Tamara was one of our MSW graduates and a legislator and advocate for social justice.
- We put a quotation above our building entranceway by Tamara Grigsby that says: *I just ask that you will join me in changing the world. We have a human, a moral, and a professional responsibility to do no less*. There is also a new plaque there in Tamara's honor.
- Tamara Grigsby's parents endowed a *Tamara Grigsby Scholarship for Advocacy of Equity, Social Justice, and Positive Social Change*, giving it to the SSW to administer and award to our students.
- We brought on two new members, who are people of color, to our Board of Visitors.
- We increased diversity among members of our Professional Consultative Committee (professional social work leaders from the community).
- Many of our brown bags and seminars were related to diversity and inclusion, such as a keynote address for students on intersectionality and LGBT populations, a seminar on providing inclusive and responsive services to transgender people, and a panel of professionals in the community on *U.S. Immigration Policy: Key Trends and Critical Issues*.
- We are supporting a large event this spring, organized by an MSW student, called *Upstage Stigma*, which aims to address the stigma related to mental health disability.
- Two faculty conducted a pilot independent study with six students called *Anti-Racism Project*.
- We started a *Social Workers of Color Student Coalition* student organization.
- We held an Agency Supervisor Workshop for our community partners focusing on cultural humility in strengthening supervisory relationships with students.
- We held the annual *Dorothy Pearson Lecture in Equity and Social Justice*.
- We held a student symposium where students presented their year-long Change Agent Projects to community partners, faculty, agency supervisor, and other students, highlighting the work students contribute to making a difference in their field placements and community. Many of these projects focus on more inclusive practices and addressing disparities within client systems.
- We are holding a 3-day training for teaching faculty on the topic of racial injustice in late August.
- Next fall, we will have our own School's equivalent of a Go Big Read, which will be a book about racial justice. We narrowed down the selections and the ongoing students are about to vote. This will launch our fall school year and be integrated in activities throughout the year.