



## **Commission for Diversity, Social, and Economic Justice**

**March 2021**

### **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:

- Dr. Leah Prussia and Dr. Gabriel Carrillo collaborated on the 2019 CSWE APM Hot Topic representing the Commission on DSEJ entitled “Honoring Indigenous Wisdom: Future Steps for Social Work.” \*\*\*I don’t believe this was mentioned in last year’s report – wanted to ensure it is documented.
- Dr. Yarneccia Dyson and Dr. Leah Prussia collaborated on the 2020 CSWE APM Connect Session entitled “Effectively Leading Critical Conversations from the Perspective of Diversity, Equity, and Inclusion.”

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

#### Strategies:

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

- e. 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:

- Dr. Leah Prussia worked as the Competency 8 lead on the CSWE Environmental Justice Curriculum with other scholars throughout the country.

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

Strategies:

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

- See 2019 Hot Topic/2020 Connect Sessions

**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:

- See 2020 Connect Session

**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.

Respectfully submitted,  
Dr. Leah Prussia

### **Affiliate Groups of CDSEJ South Asian Social Work Educator's Association**

South Asian Social Work Educators' Association (SASWEA) is an affiliated group of CSWE Commission on Diversity and Social and Economic Justice. The purpose of SASWEA is to provide a platform for social work educators and researchers who are interested in the South Asian region, South Asian population, and/or are of South Asian origin for networking and collaboration. Currently, SASWEA brings together over 136 individual members registered on the SASWEA listserv.

#### **Mission**

The mission of SASWEA is to promote social work excellence in education, research, advocacy and practice among scholars and educators of South Asian origin and those who are interested in the South Asian region and South Asian community in the United States and abroad.

#### **Objectives**

- To help provide guidance and support for career development, promotion, and productivity of its membership.
- To share and exchange information and create opportunities for research and other academic activities among its membership.
- To contribute to the South Asian community by means of academic resources and leadership.
- To foster cooperation and collaboration with social work educator's organizations in the South Asian region.
- To enhance academic exchange with other associations of South Asian scholars or professionals in North America.
- To promote individual, family, and community well-being, and social, economic, and environmental justice by engaging in local and international collaborations.
- To provide a networking platform to promote fellowship among its membership.

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

Activities to further this goal and strategies include:

- A nomination and election committee with four members was formed in July 2020 to carry out an informed election for the inaugural board.

- The inaugural board election was successfully completed on December 31st with the following leadership positions elected for a two-year term to achieve the stated mission of SASWEA:
  - **President:** Sharvari Karandikar, Ph.D., Associate Professor, The Ohio State University
  - **Vice-Presidents:** Samira Ali, Ph.D., Assistant Professor, University of Houston and Abha Rai, Ph.D., Loyola University Chicago
  - **Secretary:** Mamta Ojha, Ph.D., Assistant Professor, University of Toledo
  - **Directors-at-Large:** Dheeshana Jayasundara, Ph.D., Associate Professor, University of California Fresno and Shamsun Nahar, Ph.D., Assistant Professor, Texas Women’s University
  - **Doctoral Student Directors-at-Large:** Smitha Rao, PhD Candidate, Boston College and Shambika Raut, Doctoral Student, The Ohio State University

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

Activities to further this goal and strategies include:

- A webinar on “COVID-19 Pandemic & South Asians in the U.S.: A Conversation” was organized on July 29, 2020 with invited panelists representing South Asian scholars and community-based organizations in the U.S. Participants included: Goutham Menon, PhD, Dean and Professor, Loyola University Chicago; Bushra Sabri, Ph.D., Assistant Professor, John Hopkins School of Nursing; Radhika Sharma Gordon, Apna Ghar Chicago; Shruti Kapoor, Ph.D. Sayfty. Over 55 participants attended the webinar.
- A small team of SASWEA members have been organized to work towards organizing discussion series that will build research capacity among its members.
- Over the next year, the team will be working on promoting knowledge and scholarship via webinars and panel discussions on the following topic areas:
  - Impactful research for South Asian communities.
  - Social isolation among South Asian older adults.
  - Long-term impact of COVI-19 on South Asian communities our communities.
  - Conversation on racial justice and South Asian privileges as non-Black people of color.

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

Activities to further this goal and strategies include:

- SASWEA organized an academic job search webinar on November 6, 2020 geared towards preparing doctoral students for academic careers in social work. The webinar was well-attended by doctoral students both inside and outside of the SASWEA membership.
- A symposium abstract on South Asian data disaggregation was submitted for the 2021 Society for Social Work and Research Conference.

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

Activities to further this goal and strategies include:

- SASWEA members met every fourth Friday each month to provide a peer learning and engagement opportunity in order to promote and disseminate research and scholarship that advance social justice, social work and social work education.
- So far, 28 networking meetings have been conducted among the membership.
- A Special Interest Group application was also submitted for a presence at the Society for Social Work and Research Conference.

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

Activities to further this goal and strategies include:

- In order to effectively supplement the SASWEA board's skills and abilities to help guide the organization toward its stated mission, an advisory council was also formed with the following established and emerging social work leaders to support member engagement across diverse institutions and scholar pool:
  - Goutham Menon, Ph.D., Dean and Professor, Loyola University Chicago
  - Shradha Tibrewal, Ph.D., Professor, California State University, Stanislaus
  - Altaf Husain, Ph.D., Associate Professor, Howard University
  - Shanta Pandey, Ph.D., Professor, Boston College
  - Manoj Pardasani, Ph.D., Dean & Professor, Adelphi University
  - Arati Maleku, Ph.D., Assistant Professor, The Ohio State University

Respectfully submitted,

Arati Maleku, PhD

Chair, South Asian Social Work Educators' Association (Outgoing)

Sharvari Karandikar, PhD

President, South Asian Social Work Educators' Association

**The Association Latino/Latina Social Work Educators**

We meet remotely every month to work on activities that increase the presence of Latinxs in social work education. We distribute small scholarship to MSW and PhD students, keep our constituencies informed about job opportunities and plan activities that enhance the pipeline of Latinxs in social work at all levels. We also plan our annual meeting and run elections annually.

**Asian & Pacific Islander Social Work Educators Association (APISWEA)**

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

Activities to further this goal and strategies include:

- Asian Pacific Islander Social Work PhD students and junior faculty mentoring program, including:
  - API Mentoring group gatherings at CSWE APM conference (via zoom this year)
  - API Mentoring List to facilitate networking, mentoring and communication
  - Job search statement review and mock interview support for API social work PhD candidate
- Online job information sessions from Asian Universities. In order to help API students expand their scope of job searching, we have invited the director of the department of social work from National University of Singapore, and The HongKong polytechnic university to give our members job information sessions. We also posted some job information from Asian countries and invited an immigrant lawyer to give a lecture regarding student H1B visa, and other immigrant related issues.

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

Activities to further this goal and strategies include:

- Provided online research related lectures for Chinese social work students and junior faculty

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

Activities to further this goal and strategies include:

- Asian Pacific Islander Social Work PhD students and junior faculty mentoring program, including:
  - API Mentoring group gatherings at CSWE APM conference (via zoom this year)
  - API Mentoring List to facilitate networking, mentoring and communication
  - Job search statement review and mock interview support for API social work PhD candidate
- Online job information sessions from Asian Universities. In order to help API students expand their scope of job searching, we have invited the director of the department of social work from National University of Singapore, and The HongKong polytechnic university to give our members job information sessions. We also posted some job information from Asian countries and invited an immigrant lawyer to give a lecture regarding student H1B visa, and other immigrant related issues.
- Provided APISWEA Doctoral Fellowship (two students per year)
- Created Xu Yongxiang Outstanding Student Research Scholarship Award and Xu Yongxiang Outstanding Faculty Research Scholarship Award

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

Activities to further this goal and strategies include:

- Asian Pacific Islander Social Work PhD students and junior faculty mentoring program, including:
  - API Mentoring group gatherings at CSWE APM conference (via zoom this year)
  - API Mentoring List to facilitate networking, mentoring and communication
  - Job search statement review and mock interview support for API social work PhD candidate
- CSWE APM conference API track (hosted a panel regarding API related studies)
- Prepared 2020 API annual conference in China but postponed due to the COVID-19 pandemic
- Create APISWEA lifetime membership
- Expanded APISWEA member mail list
- Built APISWEA website (<https://apiswea.weebly.com/>)

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

Activities to further this goal and strategies include:

- Online job information sessions from Asian Universities. In order to help API students expand their scope of job searching, we have invited the director of the department of social work from National University of Singapore, and The HongKong polytechnic university to give our members job information sessions. We also posted some job information from Asian countries and invited an immigrant lawyer to give a lecture regarding student H1B visa, and other immigrant related issues.

Respectfully submitted,  
Dr. Shiyu Wu

### **Black Educators**

The Black Educators, African American, African Diaspora Track and Educators of Color have joined together to carry out common mission and objectives.

The mission is to provide a forum for Black Social Worker to collaborate on common goals.

- Objectives:
  - To connect mentors and mentees.
  - To collaborate on Research, Curriculum and other issues.
  - Using electronic media to effectively to share information.

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

Activities to further this goal and strategies include:

- Be inclusive of all levels of Social Work education
- Include all racial, ethnic, gender, sexual population in this process
- Support the showcasing of strong scholarly work that reflects the central concerns of this community (AAAD Track)

- Advocate for the development and implementation of a structured Emerging Leaders Program for Black Faculty. Met with Dr. Coffey and Dr. Starks to discuss this need. Dr. Langston and Dr. Dyson will continue to work on finalizing steps for planned implementation (Black Educators Affinity Group)
- Support the development of a structured Mentoring Match Program (Black Educators Affinity Group)

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

Activities to further this goal and strategies include:

- Collaboration and provide leadership training for all levels and Social Work populations in this process
- Hosting of communal spaces where educators and scholars at all levels are able to connect and share ideas (AAAD Track)
- Encourage the dissemination of books, articles, research outcomes, and frameworks (Black Educators Affinity Group)
- Disseminate books, articles, research outcomes, and frameworks (AAAD Track and Black Educators Group)
- Hosted Joint meeting during APM 2020 Virtual Conference (AAAD Track and Black Educators Group)

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

Activities to further this goal and strategies include:

- Develop opportunities and support to assist individual and programs in developing these processes
- Ensure the promotion of scholarly work that addresses the unique concerns and challenges faced by Black scholars and educators (AAAD Track)
- Advocate for the development and implementation of a structured Emerging Leaders Program for Black Faculty. Met with Dr. Coffey and Dr. Starks to discuss this need. Dr. Langston and Dr. Dyson will continue to work on finalizing steps for planned implementation (Black Educators Affinity Group)

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

Activities to further this goal and strategies include:

- Use of webinars and trainings that foster inclusive collaboration.
- Hosting of communal spaces where educators and scholars at all levels are able to connect and share ideas (AAAD Track)
- Encourage the dissemination of books, articles, research outcomes, and frameworks (Black Educators Affinity Group)



- Disseminate books, articles, research outcomes, and frameworks (AAAD Track and Black Educators Group)

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

Activities to further this goal and strategies include:

Concluding statement:

The plan as presented is good. CSWE must ensure that it is inclusive. Provide training and support to meet these goals including the development of an Emerging Leaders program specific for Black Faculty in Administrative/Leadership positions, given the existing gaps that exist regarding this area.

Respectfully submitted,

Yarneccia D. Dyson, Ph.D.

Esther J Langston, Ph.D.

***Black Educators Affinity Group***

Tyriesa Howell, Ph.D.

Tricia Stephens, Ph.D.

***African American and African Diaspora Track***

### **The Korean American Social Work Educators Association**

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

Activities to further this goal and strategies include:

- Provided two Outstanding Dissertation Awards.
- Supported two doctoral students through Outstanding Dissertation Proposal Awards.
- Recognized six faculty members' outstanding achievements in their career stages (Junior Career Achievement Awards, Middle Career Achievement Awards, and Life Time Achievement Awards).
- Offered a job/career path webinar for doctoral students.
- Hosted a free immigration law webinar in a response to the Trump Administration's new visa policies.
- In order to address economic insecurity as immigrants, we organized a financial empowerment workshop for its members.
- Provided a seed grant for a junior faculty.

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

Activities to further this goal and strategies include:

- Hosting a webinar about research and scholarship activities for faculty and student members

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

Activities to further this goal and strategies include:

- Had a job/career path workshop for doctoral students and new faculty members.
- Provided a seed grant to a junior faculty (\$2,000).
- Awarded scholarships to doctoral students (\$3,000).

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

Activities to further this goal and strategies include:

- Identified and established a connection with Korean American social workers
- Hosted three presentations of faculty and social workers from Korea.
- Organized a workshop to introduce open positions in other countries to our members.
- Identified the first generation of Korean American social work educators and recognized them during our annual business meeting.

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

Activities to further this goal and strategies include:

- All webinars were designed to address the issues that had been identified through brief needs assessments our members.

Respectfully submitted,  
Dr. Intae Yoon

**Tribal Social Work Educators Association**

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

Activities to further this goal and strategies include:

- R. M. Moore served as one of eight co-chairs with the CSWE Task Force to Advance Anti-Racism. Her work group was Educational Policy and Accreditation (Fall 2020 – present)

- R. M. Moore initiated and collaborated with the Indigenous & Tribal Social Work Educations Association in the development and submission of a CSWE Land Acknowledgement Statement. This statement was unanimously accepted and approved by the Board of Directors at the APM November 2020. Work continues.

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

Activities to further this goal and strategies include:

- R. M. Moore applied for and received certificate to serve as a CSWE Council on Accreditation Site Visitor (2021)
- R. M. Moore presented at the 2020 APM CSWE Higher Education Track: Social workers can advance diversity, equity and inclusion in higher education (Virtual, live)
- Campbell, R. D., Moore, R., Sevillano, I., & Smith-Maddox, R. (2020, November). CSWE APM. *CONNECT SESSION: Leading Critical Conversations on Diversity, Equity & Inclusion*. (Virtual, live Q&A).

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

Activities to further this goal and strategies include:

- R. M. Moore (2020). NASW Pioneer Program Nomination for Dr. Esther Langston. Accepted September 2020. Induction for Mentor October 2020, NASW, Alexandria, VA.
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Goal 4: Foster a diverse, interconnected, and inclusive community of social work educators.

Activities to further this goal and strategies include:

- R. M. Moore, New Mexico Highlands University President's Council on Diversity, Equity, and Inclusion (Chair, Fall 2018 – 2020; Spring 2020 - 2022)
- R. M. Moore, New Mexico Highlands University President's Leadership Fellow (2020/2021).

Respectfully submitted,  
Dr. Rebeca Maldonado Moore

## **Council on Disability & Persons with Disabilities**

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 business meeting virtually on November 10, 2020, ahead of the virtual CSWE Annual Program Meeting. 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.**

Activities to further this goal and strategies include:

- At the request of the Joint Commissions on Educational Policy & Accreditation the Council engaged in a process of drafting language for AS 3.4.6 submitted for the joint commissions' consideration in formulating EPAS 2022.
- As per discussion at the November 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 plans to reach out to the Research Committee to explore the feasibility of including an item(s) on student disability in the CSWE Annual Program Survey

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

Activities to further this goal and strategies include:

- **Annual Connect Session:** The virtual 2020 CDPD Connect Session focused on promoting accessibility in online social work education
- **Intentional infusion of APM with disability-related sessions:** 8 Council members delivered virtual presentations within the disability track of the 2020 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 and have continually updated since then.

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

Activities to further this goal and strategies include:

- **Disability Manuscript Award:** The Council presented 7th annual Disability Manuscript Award as a pre-recorded part of its Connect Session (Friday 11/20/20) during the 2020 Virtual APM. This year's awards were dually funded by Simmons University School of Social Work and the University of Utah College of Social Work. 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 2020 Disability Manuscript Award were Dr. Kristina Lopez, J. Marisol Marroquin, MSW (and PhD student) and Courtney Gutierrez, MA all from Arizona State University, for their manuscript titled, *Methods to Decrease Disparities in Age of Autism Diagnosis and Treatment Access Among Latinx Children*
  - The Honorable Mention for 2020 went to Drs. Claudia Sellmaier and JaeRan Kim from the University of Washington Tacoma for their manuscript titled, *Disability Accommodation Experiences of Social Work Students in the United States*

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

Activities to further this goal and strategies include:

- Council members have prepared an Application for Special Project Funding (2021-2022) to support a Photo Voice project designed to highlight the creative expression of students' and faculty who self-identify as having a disability representing their experiences within the context of their social work programs and on their campuses. The project outcome is to host a curated exhibit of creative artifacts that illustrate the experiences of social work students and faculty in order to heighten awareness and promote inclusivity for members of the social work education community.
- Council plans to focus 2021 Connect Session on establishing a vision for disability-inclusive social work education for the next decade

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

Activities to further this goal and strategies include:

- 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 wish to extend this cooperative culture into future years, though we recognize the challenge of so doing within the structure of term limits and evolving membership, noting in particular the fact that several of the most active members' terms

will conclude in June 2021. To this end, the Council engaged in proactive planning for continuity of leadership, and discussed strategies for building upon recent achievements in order to continue advancing our Charge.

Respectfully submitted,

Jeanne Matich-Maroney (Iona College)  
Michael Clarkson-Hendrix (SUNY Fredonia)  
CDPD Co-Chairs

### **Council on Racial, Ethnic, and Cultural Diversity (CRECD)**

The charge of the Council on Racial, Ethnic, and Cultural Diversity (CRECD) is to initiate new activities and programs related to historically underrepresented groups and social work education, and to promote research into issues relevant to minority educators, students, and alumni.

Meetings:

- CRECD held two “all councilor” meetings. A Pre-APM planning meeting in October to welcome new members and plan for our annual business meeting at APM and our regular APM business meeting where we welcomed and oriented new members unable to join us in October, provided updates on committee tasks, discussed new projects, provided feedback on ideas for expanding the reach of CRECD and determined committee assignments for the coming year.

An additional large group meeting has been scheduled for February 8, 2021 to keep momentum going.

- CRECD task groups have also been meeting via Zoom as needed providing updates via email and at our large group calls.

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

Activities to further this goal and strategies include:

- 2020 APM Connect Session: “Antiracism: Learning from Social Work’s History and Planning for The Future”
  - In this session participants learned about the history of racism in social work practice as well as strategies to navigate differences in today’s classroom and practice settings, developing skills and understanding to move towards an antiracist future.
  - Strategies shared were rooted in critical race theory and postmodern thought.

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

- In addition to the CONNECT Session noted above, the CRECD put together a nomination packet for the Carl Scott Memorial Lecture designed to showcase the work of a leader in our field and giving them a platform to highlight their teaching and scholarship to a wider audience
- The CRECD Award is given in recognition of outstanding scholarship in the areas of racial, ethnic, and cultural diversity in social work education. Awards recognize the work of one doctoral student and one junior faculty member. This year, awards were given to:
  - Taylor Geyton, doctoral student for her paper “The Identity Formation of Black Women Activists Within and Across Social Movements”
  - Dr. Laura Taylor, Junior Faculty, for her paper “The Experience of Infertility among African American Couples”

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

Activities to further this goal and strategies include:

- In addition to the work noted above: the CRECD has continued developing our Legacy Project with two distinct components:
  - 1) Research focused on student voices and lived experiences addressing microaggressions.
    - a. A team of Councilors under the leadership of Dione King, co-Chair, have been conducting research to explore existing literature as it relates to the experiences of students of color and microaggressions in social work education. A manuscript is being developed to present the systematic review findings. Future research projects will be developed based upon study findings.
  - 2) Ways to support faculty via the development of co-curricular guides to addressing student concerns within social work programs
    - a. A team of Councilors under the leadership of Maria Torres, co-Chair, met to discuss the development of a survey instrument designed to better understand the experiences of Social Work faculty of color to identify issues as well as possible models of best practices which could lead to recommendations for the profession.

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

Activities to further this goal and strategies include:

- Through our collaborative committee work, CRECD provides ample opportunities for networking and peer-to-peer learning around shared interest as well as areas of new growth.

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

Activities to further this goal and strategies include:

- The data-driven work of the Legacy Project creates an opportunity for CRECD to sustain a large project with the goal of supporting the work of CSWE.
- The Legacy Project work focused on faculty of color will add theour understanding of how member institutions can better support faculty of color.

**Closing Statement:**

- The Council has many new appointments and reappointments to the Council that took effect July 2020. We look forward to working with the new members to the Council to begin new projects and build on existing work. We are grateful to CSWE for their support of our membership.
- The Council continues to use the process of leadership that began in 2015. Co-chairs have two-year terms that overlap and the past co-chair remains on the council for one additional year to offer a smooth and continuous transition of leadership.
  - 2019-2020 co-chairs were: Yarneccia Dyson and Maria Torres
  - 2020-2021 co-chairs are: Maria Torres and Dione King
  - 2021-2021 co-chairs will be: Dione King and Melissa Singh

We are grateful to CSWE for your support of our work. We want to especially recognize Ms. Cydne Nash for her support and guidance throughout the year and during APM. There is nothing we do as a council that she has not supported with positive affirmation and insight into CSWE processes. We could not do this work without her!

Respectfully submitted,

Maria E. Torres, Co-Chair  
Dione King, Co-Chair

**Council on the Role and Status of Women**

**Meetings**

Twenty-three members attended our virtual fall annual meeting during the 2020 APM. A spring virtual meeting in May 2021 is anticipated.

A new member, virtual orientation meeting was held in August 2020. All five new members attended.



**Activities**

The WC comprises fourteen active task groups who work toward our strategic objectives. The following table shows the relationship between the CSWE charge to the WC and the WC strategic objectives.

CSWE Charge to the WC	WC Strategic Objectives
Develop curriculum materials related to women’s issues in social work education	#3) Develop & Promote Feminist Perspectives in Policies, Procedures, & Structures within Academe and Social Work Education (#3)
Identify procedures within academe and social work education which impede and promote the full participation of women	
Recommend to the Board policy statement, or modifications on an internal policy	
Assist in coordinating activities related to women at all levels of social work education	#1) Provide Leadership (#1)  #2) Foster an Interconnected & Inclusive Community
Stimulate new programs and activities	#4) Promote Women Leaders who Embody Feminist Perspectives in Social Work  #5) Develop & Promote Women Scholars Who Embody Feminist Perspectives in Social Work Education

Each of the WC strategic objectives corresponds with the FY 2020-22 Priority Outcomes from the CSWE Strategic Framework. Since the last report, the WC engaged in the following activities.

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

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

1. The WC revised their activity chart by aligning their strategic objectives to the CSWE Strategic Framework - Goal 1. The strategic objectives related to this goal include: (#1) provide leadership; (#3) develop and promote feminist perspective in policies, procedures, and structures within social work education and (#4) promote women leaders who embody feminist perspectives in social work education.
2. The Leadership task group along with collaboration from council members prepared a proposed WC charge. The revisions align the WC charge with 2020-2022 Strategic Outcomes in the CSWE Strategic Framework. The proposed charge was sent to the Commission on Diversity and Social Justice (CDSJ) for review and, if accepted, will be sent to CSWE Board of Directors.
3. The WC decided to continue the use of co-chairs whereby one co-chair is the presiding chair and the other is the incoming chair. Discussion also began about expanding the

Leadership task group for the purpose of mentoring other WC members interested in being a future co-chair.

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

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

1. The WC revised their activity chart by aligning their strategic objectives to the CSWE Strategic Framework - Goal 2. The strategic objectives related to this goal include: (#2) create an interconnected and inclusive community, (#4) Promote women leaders who embody feminist perspectives in social work education, and (#5) develop and promote women scholars who embody feminist perspectives in social work education.
2. The task group to develop and promote women scholars embodying feminist perspectives selected the Feminist Manuscript Awards, Feminist Scholar Award, Community Impact Award, and Violence Against Women and Children awards. In addition, this task force video-taped interviews with the feminist award winners. The Social Media and Networking task group posted the videos on CSWE Sparks.
3. The Special Project task group began meeting to discuss the creation of a Curricular Guide or Curricular Brochures. Discussion also includes a potential submission of an application for a special project funds.

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

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

1. The WC revised their activity chart by aligning their strategic objectives to Goal 3. The strategic objectives related to this goal include: (#3) Develop and promote feminist perspective in policies, procedures, and structures within social work education, (#4) Promote women leaders who embody feminist perspectives in social work education, and (#5) develop and promote women scholars who embody feminist perspectives in social work education.
2. The task group to develop and promote women scholars embodying feminist perspectives selected the Feminist Manuscript Awards, Feminist Scholar Award, Community Impact Award, and Violence Against Women and Children awards. In addition, this task force video-taped interviews with the feminist award winners. The Social Media and Networking task group posted the videos to CSWE Sparks.
3. The WC began discussion about developing a mentoring program with baccalaureate, masters, and doctoral students regarding feminist practice.

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

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

1. The WC revised their activity chart by aligning their strategic objectives to Goal 4. The strategic objectives related to this goal include: (#2) create an interconnected and inclusive community, (#3) Develop and promote feminist perspective in policies, procedures, and

structures within social work education, (#4) promote women leaders who embody feminist perspectives in social work education, and (#5) develop and promote women scholars who embody feminist perspectives in social work education.

2. The Social Media and Networking task group prepared to social justice statements posted on CSWE Sparks. Both statements advocated for social change and justice related to institutional racism.
3. The task group who develop and promote women scholars who embody feminist perspective in social work education delivered a Connect session at the 2020 APM. Another Connect session is being prepared for the 2021 APM.

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

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

1. The WC revised their activity chart by aligning their strategic objectives to Goal 1. The strategic objectives related to this goal include: (#1) provide leadership and (#4) promote women leaders who embody feminist perspectives in social work education.
2. The Leadership task group has maintained ongoing contact with all WC members. Activities include supportive emails, encouraging e-cards, and team building activities during our meeting. The Leadership task group strives to apply feminist practice perspectives by creating mutual relationships through an inclusive, compassionate environment.

In closing, we wish to express our appreciation for Cydne Nash. She goes above and beyond to support our council while we strive to promote feminist 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.

Respectfully submitted,

Shannon Mokoro-Butler and Rebecca Coleman  
Co-Chairs of the Council on the Role and Status of Women in Social Work Education

**Council of Sexual Orientation and Gender Identity and Expression**

**CSOGIE Mission/Purpose:** The Council on Sexual Orientation and Gender Identity and Expression (CSOGIE) promotes the development of social work curriculum materials and faculty growth opportunities relevant to sexual orientation and gender identity and expression, and the experiences of individuals who are gay, lesbian, bisexual, transgender, two-spirit, and others who belong to groups that have been traditionally marginalized and oppressed based on their sexual orientation, gender identity, or expression. The Council also works for the full participation of the aforementioned individuals in social work education, facilitating mentorship of students and junior faculty who identify, minimally, as gay, lesbian, bisexual, transgender, or two-spirit, and offering assistance and consultation to educators and students concerning issues of sexual orientation and gender identity and expression.

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

Activities to further this goal and strategies include:

- Work on adding publications to the list of documents we have already created.
- Evaluating social work curriculum for LGBTQ+ inclusivity and forms of representation.
- Raising awareness and increasing inclusivity in social work programs
- Recognize exceptional work through the awards such as: 2QTPOC Award, SOGIE Award

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

Activities to further this goal and strategies include:

- Work on adding publications to the list of documents we have already created.
- NAME Project – continue to disseminate this document/knowledge to social work faculty
- Analysis & dissemination of data collected (with CSWE grant support via CSOGIE) on LGBTQ+ social work students' experiences working for LGBTQ+ inclusion in their programs. Currently we have a manuscript that is currently being revised & resubmitted to JSWE (co-authored by CSOGIE members & students), and used some of our trans-specific data to inform a collaborative (with CSOGIE members & others) hot topic session at APM on addressing cisnormativity in the social work classroom.
- Student Engagement and Empowerment Committee are developing and distributing an online toolkit. Similar to the NAME Project. This information is for BSW, MSW, doctoral students, and faculty.

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

Activities to further this goal and strategies include:

- Continue the mentorship of doctoral students and junior faculty through mentorship program and mentorship breakfast held at APM. The program will seek mentors and mentees who will meet throughout the year with monthly meetings for special topics.
- Continue the annual CSOGIE reception held at APM
- Faculty Training and Accreditation subcommittee are working on a microaggressions guide.

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

Activities to further this goal and strategies include:

- Continue the mentorship of doctoral students and junior faculty through mentorship program and mentorship breakfast held at APM. The program will seek mentors and mentees who will meet throughout the year with monthly meetings for special topics.
- Continue the annual CSOGIE reception held at APM

- Submit and present a Hot Topic or Connect Session
- Apply for special funding through CSOGIE and CSWE. Jama Shelton submitted a proposal and received funding for “Developing resources and a training guide for field departments to train their field instructors on being more affirming of trans/non-binary students.

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

Activities to further this goal and strategies include:

- Collaboration with other councils, e.g. Women’s Council, Council on Racial, Ethnic, and Cultural Diversity
- NAME Project – continue to disseminate this document/knowledge to social work faculty

Despite the challenges of 2020 we were able to connect virtually, add three new members, while furthering work for each of the subcommittees: Scholarship, Mentorship and Networking, Student Engagement and Empowerment, Faculty Training and Accreditation, and Research and Policy.

CSOGIE will continue efforts to increase representation of trans and queer people of color both within the CSOGIE and CSWE’s APM. This was a topic during our most recent meeting and will be further addressed in future meetings in strategizing actions steps for increasing recruitment and retention.

Respectfully submitted,

Co-chair: M. Killian Kinney, MSW, LCSW (Doctoral Candidate) (Pronouns: they/them) Indiana University

Co-chair: Henry W. Kronner, Ph.D., LCSW (Pronouns: he, him, his). Regis College