



DEI

DIVERSITY, EQUITY AND INCLUSION
SCHOOL OF SOCIAL WORK
UNIVERSITY OF MICHIGAN

Year 4 DEI Strategic Plan Highlights

2019–2020

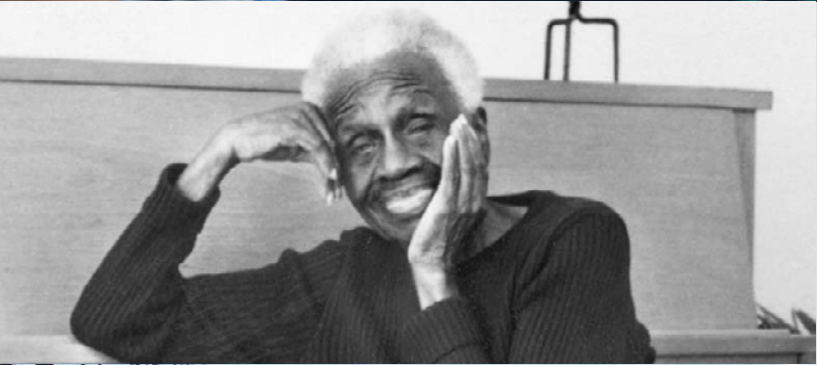


ssw.umich.edu/about/diversity-equity-inclusion

ssw-dei-office@umich.edu



STUDENTS



In collaboration with the Ruth Ellis Center, the SSW piloted an Anti-Racism Workshop during SEED Week for all incoming students to promote a shared understanding of racism and introduce students to critical concepts and definitions of race, racism, and racial justice and equity.



The Office of Student Services nurtured connections with Historically Black Colleges and Universities in Alabama and Atlanta and developed programming for admitted MSW students who graduated from HBCUs.



Increased emergency funding was raised to support MSW and Doctoral students experiencing financial hardships ranging from health, mental health, housing, food, child care, and transportation needs, as well as additional expenses related to COVID-19.

6 Dialogue Sections
6 Week Program

with

11 MSW Student Facilitators
1 Student Ally Coordinator
66 Participants

The DEI Office and OSS received a Rackham Faculty Allies Grant to expand the School's Social Work & Social Justice Dialogue Program and Ambassador Program.



The DEI Office secured funding from Rackham to support a DEI GSSA position to help support student DEI work.

Developed a new MSW Program advising model to launch in Fall 2020 to provide more consistent and supportive advising and create a more equitable faculty advising workload.



7

New LEO Hires

Utilized the Office of Field Education and faculty members to identify a diverse pool of LEO applicants and succeeded in creating a pool of applicants where more than 50% further the school's DEI goals.

56

Faculty and Graduate Student Instructors have completed part of Centering Justice

33

Faculty and Graduate Student Instructors have completed the entire module

Piloted a Centering Justice training module in Winter 2020 to help faculty explore P.O.D.S. and to identify how to act to center justice in society and in the classroom.

7

ongoing caucus groups

62

participating faculty members

In response to student concerns, faculty formed ongoing caucus groups to focus on anti-racist teaching approaches.



Developed a process to send weekly notices of SSW job opportunities to increase transparency in staff hiring and recruitment.



Contributions to the School's DEI goals were added to staff evaluations and continued to be included in the Faculty Annual Review process.



COMMUNITY WIDE

100+
Events, Activities & Meetings

[View our Calendar!](#)

The School hosted over 100 DEI related events, activities, and meetings including:

Building Power Against White Supremacy Conference

Beyond White Social Work: Exploration into AfroFuturism, Transformative Creative Arts Movements, and Intergenerational Conversations with Black Folx

DEI Impact Awards



20
Events, Activities & Meetings

The Community Action and Social Change minor and DEI Office collaborated on the MLK Symposium event: Towards Humanity: A Conversation on Humanism and Antiracist Organizing with Detroit based community activists, Tawana Petty and Lauren Hood. Continued working with Tawana Petty throughout the year to strategize ways to embed anti-racist practices across the school.

The Undoing Racism Workgroup facilitated Collective Community Meetings to build community and implement anti-racist practices across students, faculty and staff.



Faculty and Staff donated
\$50,000
to these efforts and this amount was matched by the Dean totalling
\$100,000
over 2 years

The Faculty Allies for Diversity and the ENGAGE Team each created a virtual series during the COVID-19 pandemic. These series had a strong focus on the impact of the global pandemic, police brutality, white supremacy, and the intersectional impacts on vulnerable communities. The sessions included the voices of community members both locally and from across the country.

In response to concerns brought forth from the Association of Black Social Work Students, Black Radical Healing Pathways, and the student body, an Antiracism Budget Advisory Group and a Diversity Equity and Inclusion Task Force was established to prioritize the identified concerns, make recommendations for future accountability mechanisms, and develop goals for Years 6-10 of the DEI strategic plan to incorporate the demands.