

University of Maryland School of Social Work

Office of Diversity, Equity, & Inclusion

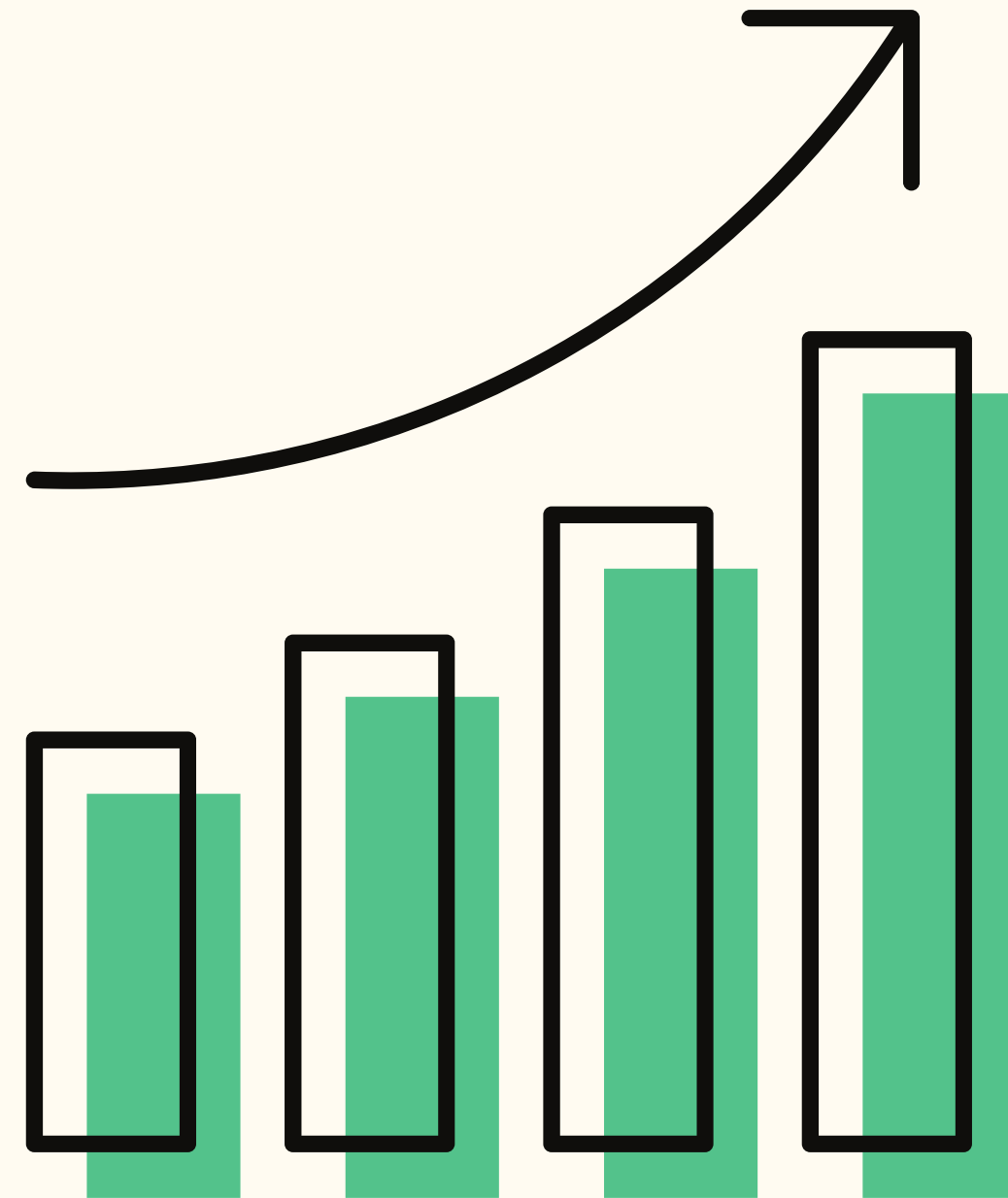
**Training Impact Report
2021 - 2022**



Training Overview (2021-2022)

Total Number of Trainings: 8

Total Number of Attendees: 541





Impact

Attitude towards training

- 50% of respondents rated this training as excellent or above average

Awareness

- 75% of respondents report that this training increased their awareness around white supremacy

Knowledge

- 70% of respondents that this training increased their knowledge and understanding about white supremacy in academia

Behavior

- 80% of respondents reported that they applied or will apply what they learned to their work or personal life

Other Key Takeaways

- There ARE people at the University who are willing to radically and unabashedly speak out against injustice and racism and work to dismantle it. This encouraged me to continue speaking out and to avoid skipping opportunities to speak up and out when something is wrong/perpetuates racism.
- The most important takeaway for me was that I have some work to do to move from being an ally to being a co-conspirator.

Objectives



- Increase awareness around the ways in which White Supremacy Culture can manifest itself in higher education
 - Learn strategies to dismantle White Supremacy Culture in Academia
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Audience: Students, Faculty, Staff of SSW, UMB
Community members

Time Requirement: 1.5 hours

Number of Attendees: 70

Value





Impact

Attitude towards training

- 71% of respondents rated Day 2 of this training as excellent
- 91% of respondents felt that they were engaged in thought provoking discussion

Awareness

- 97% of respondents agree that the material learned is relevant or applicable to their current role

Knowledge

- 100% of respondents agree that the facilitators for this training were knowledgeable about the topic
- 94% of respondents agreed that they key concepts of restorative practices
- 79% respondents agreed that they understand the purpose of the circle process
- 74% respondents agreed that they understand how to use restorative approaches to build an inclusive environment

Behavior

- Participants gained concrete Community Building strategies

Other Key Takeaways

- Restorative practice is a way of being vs. an activity. It requires a “with” approach inclusive of support and control.

Objectives



Provide an opportunity for SSW students, faculty, and staff to further develop restorative practices skills, including community building restorative circles, and how to integrate these practices into the classroom, community, and working relationships.

Audience: Students, Faculty, Staff, and Alumni of SSW

Time Requirement: 2 1/2 days

Number of Attendees: 50

Value





Impact

Attitude towards training

- 100% of respondents rated this event as above average to excellent

Knowledge

- 96% of respondents agreed that this event increased their knowledge and understanding about LGBTQ issues

Behavior

- 100% of respondents agreed that they learned something during this event that could be applied to work or other aspects of their life

Other Key Takeaways

- Reminder that the LGBTQ community is not monolithic and that differential needs, concerns, and priorities exist across different individuals/groups who identify as LGBTQ.
- There is a difference between providers who are friendly (which is not a bad thing) and those that are affirming (which should be the standard).
- The health disparities we observe are entirely preventable, and we all have a role to play in advocating for the rights, well-being and dignity of the LGBTQ community.
- Ideas on how to be more inclusive in field. Thoughts on conversations that can be had with students.

Objectives



- Recognize LGBTQ History Month and International Pronouns Day
 - Foster candid conversation related to LGBTQ+ issues designed to increase knowledge, awareness and action around creating a more diverse, equitable and inclusive SSW community
-

Audience: Students, Faculty, Staff of SSW, UMB
Community members

Time Requirement: 60 minutes

Number of Attendees: 95

Value



MY PRONOUNS ARE



Impact

Attitude towards training

- 74% of respondents rated this event as excellent

Knowledge

- 100% of respondents agreed that this event increased their knowledge and understanding of ableism and disability issues

Behavior

- 100% of respondents agreed that they learned something during this event that could be applied to work or other aspects of their life

Other Key Takeaways

- Ableism and how that's expressed in the workplace and school setting is a systemic issue at UMB at the university level.
- Disabilities can be visible and not visible, tangible and not tangible - check your deficit-based biases around disabilities

Objectives



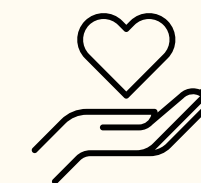
- Provide the opportunity to learn more about Disability Justice and how to support and advocate for change.
 - Foster candid conversation designed to promote greater awareness and inclusion of individuals with disabilities as we strive to break down barriers and advance disability justice within the SSW
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Audience: Students, Faculty, and Staff of SSW

Time Requirement: 90 min

Number of Attendees: 93

Value





Impact

Attitude towards training

- 80% of respondents rated Day 1 & 2 of this training as above average to excellent

Awareness

- 79% respondents agreed that as a result of this training, they understand the key concepts of restorative practices
- 84% respondents agreed that as a result of this training, they understand the purpose of the circle process
- 68% respondents agreed that as a result of this training, they understand how to use restorative approaches to build an inclusive environment
- 47% respondents agreed that as a result of this training, they can begin using restorative circles effectively

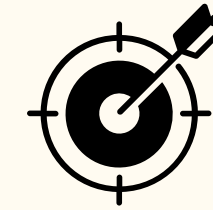
Knowledge

- 79% of respondents agreed that the material learned during this training was relevant and applicable to their current role

Other key takeaways

- Restorative Practices do not always have to be filled with heavy content. You can build up to tackling larger issues. Restorative practices are important to incorporate so that everyone can feel included and seen in any space they occupy with others.
- It reinforced that building authentic relationships based on connection and honoring one another's value is imperative to building inclusive environments. Self-reflection and self-awareness are critical so that we can show up to spaces in ways that foster an environment that is inclusive.
- The importance of leading WITH and not always "to" or "for" and the power of circle.

Objectives



Provide an opportunity for SSW students, faculty, and staff to further develop restorative practices skills, including community building restorative circles, and how to integrate these practices into the classroom, community, and working relationships

Audience: Students, Faculty, and Staff of SSW

Time Requirement: Two-day training; 3 hours 15 minutes each day

Number of Attendees: 40

Value





Impact

Attitude towards training

- 100% of respondents rated this event as above average to excellent

Knowledge

- 94% of respondents agreed that this event increased their knowledge and understanding around AAPI issues

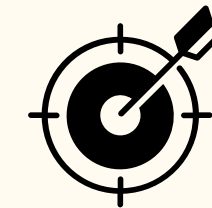
Behavior

- 88% of respondents agreed that they learned something during this event that could be applied to work or other aspects of their life

Other Key Takeaways

- Participants appreciated the panelists and moderator for sharing their truths and experiences.
- Participants appreciated learning about how polarizing it can feel to be in the AAPI community
- Participants enjoyed learning about AAPI perspectives on tackling anti-Asian bias and ways that UMB AAPI members are making a difference on campus

Objectives



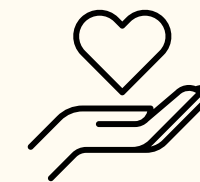
- Provide a foundational understanding of the AAPI community including culture, diversity, and notions of identity.
 - Interrogate and begin to dismantle bias, discrimination and violence against the AAPI community.
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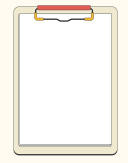
Audience: Students, Faculty, Staff of SSW, UMB
Community members

Time Requirement: 90 minutes

Number of Attendees: 51

Value





Impact

Attitude towards training

- 96% of respondents rated this event as above average to excellent

Knowledge

- 96% of respondents agreed that this event increased their knowledge and understanding around the Jewish Community and Anti-Semitism

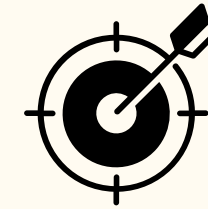
Behavior

- 87% of respondents agreed that they learned something during this event that could be applied to work or other aspects of their life

Other Key Takeaways

- Anti-Semitism has various, diverse meanings throughout Jewish communities. It is important to educate oneself and avoid blanket statements.
- It was extremely helpful to have knowledgeable people add pertinent links. As well, it seemed enlightening to so many that this community has long felt marginalized or not included in DEI, and strong examples were given.
- There were a number of comments both from panelists and in the chat about anti-semitic remarks and overtones in the school that I feel more attuned to now and more prepared to call out and identify.

Objectives



- Understanding the history of Anti-Semitism and what it looks like today
 - Understanding the impact of Anti-Semitism
-

Audience: Students, Faculty, Staff of SSW, UMB
Community members

Time Requirement: 90 minutes

Number of Attendees: 77

Value





Impact

Attitude towards training

- 50% of respondents rated the training as excellent or above average

Awareness

- Overall, respondents indicated that they are:
 1. "Working to be more consciously aware of any bias I hold in the hiring process."
 2. Being intentional about interview questions

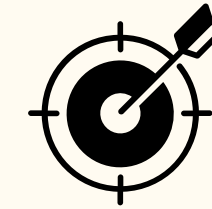
Knowledge

- 90% of respondents strongly agree that this training increased their knowledge and understanding of the hiring process
- 80% of respondents strongly agree that as a result of this training, they now know how to properly document and conduct interviews
- 90% of respondents strongly agree that this training increased their knowledge and understanding of conducting more equitable searches and interviews

Behavior

- 80% of respondents agree that they can now apply strategies to reduce bias in interview questions
- As a result of this training, I will STOP: "Comparing candidates in regards to their appearance, resumes and interviewing skills. I will focus on that candidate only during the interview and review their strengths and weakness as laid out in the job description."

Objectives

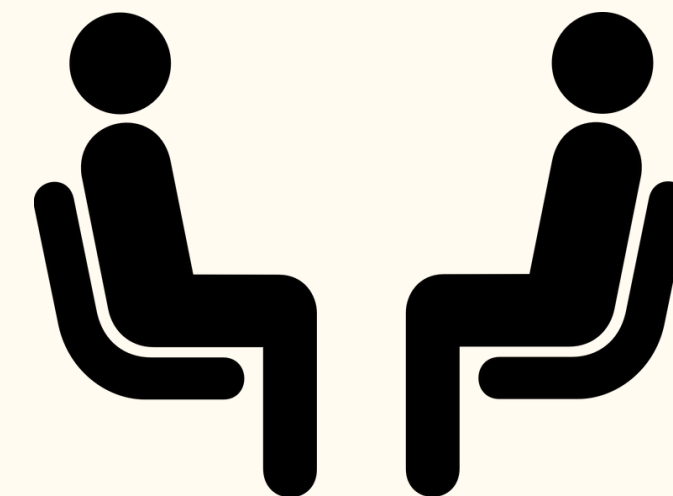


Audience: Students, Faculty, and Staff of SSW

Time Requirement: 2 hours

Number of Attendees: 65

Value



THE ODEI AFFINITY SPACES IMPACT

**School Year
2021 - 2022**

**University of Maryland
School of Social Work
Office of Diversity, Equity, and Inclusion**



WHAT ARE AFFINITY SPACES?

The **SSW Affinity Spaces** provide an opportunity for those of shared identity to connect, deepen their understanding, and work towards common goals. While these groups are primarily geared toward SSW staff and faculty - anyone including students and alumni, are welcomed to attend.



Affinity Spaces by the Numbers (2021-2022)

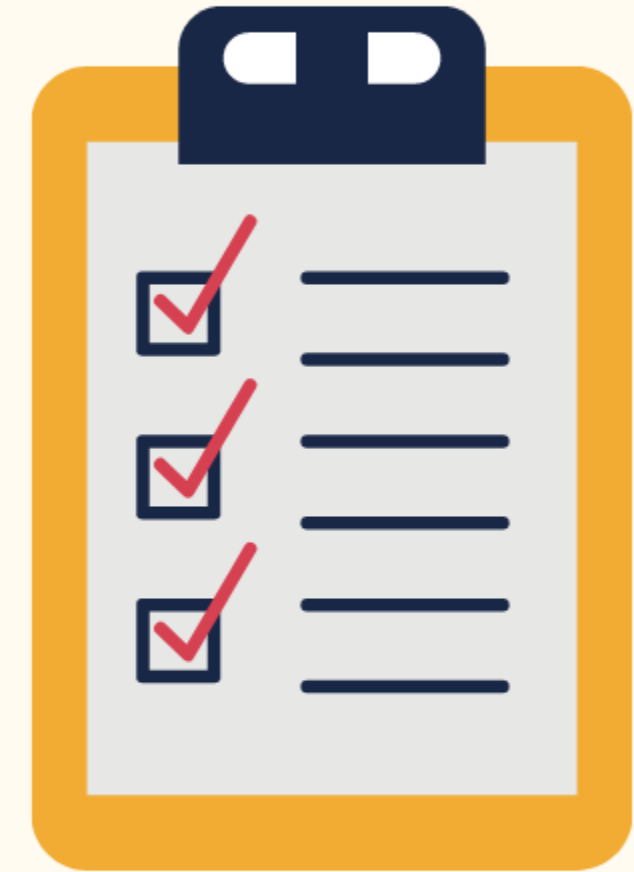
Total Number of Meetings Held: 43



- The **Black, Indigenous, and People of Color (BIPOC) Affinity Group** is a safe and supportive space dedicated to learning, healing, and building community for people of color at the SSW.
- For the **Disability Justice and Advocacy (DJA) Affinity Group**, we are defining disability as chronic illness and physical and mental impairment. This group is also a space for Allies to support and improve disability awareness.
- The **Jewish Affinity Group** is a space where Jewish SSW community members can feel open and comfortable talking about their Jewishness, antisemitism, and education within the Jewish community.
- The **LGBTQ+ Affinity Group** is a space is for LGBTQ+ individuals to discuss and raise awareness and visibility of LBGTQ+ issues in the SSW Community.
- The **White Accountability Affinity Group** is a space for white individuals to work and increase understanding around white supremacy and to hold each other accountable when working or racial justice.

Attendance by SSW Affiliation

- Student: 19%
- Faculty: 19%
- Alumni: 9.5%
- Staff: 52%



INTERESTED IN
TRAININGS OR
AFFINITY SPACES?

PLEASE CONTACT

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