SSW Office of Diversity, Equity, and Inclusion
End of Year Report
July 1, 2020 - June 30, 2021

The mission of the Office of DEI is to provide strategic leadership and expertise and support the efforts of units across the school to achieve their diversity, equity, and inclusion goals.

DEI Goals

**Inclusivity** - creating a sense of belonging for community members and actively inviting the participation of all people

**Diversity** - representing and appreciating the range of differences in our community

**Equity** - seeking fair treatment, equal opportunity, and fairness in access to resources for all people

**Anti-Racism and Anti-Oppression** - Actively identifying racist and oppressive behaviors, policies, and practices to replace them with more equitable and inclusive ones

The following 4 strategic priorities outline how these goals have been met within the last year and how DEI will continue to achieve these goals

Climate and Belonging

**New DEI Office**

Created in July 2020, the Office of Diversity, Equity, and Inclusion has grown from having one staffed position, the Assistant Dean for DEI, to include 5 positions, the Assistant Dean for DEI, a DEI Coordinator, a social work intern and two work study students.

**Affinity Groups**

We currently have four affinity groups - BIPOC Space, LGBTQIA Space, Disability Justice and Advocacy, and a White Accountability Space

DEI Field Placement

In Fall 2021, the DEI Office became a field placement for SSW students. Having DEI as a field placement allows for social work students to become future DEI leaders.

150 Faculty and Staff served

For more information, visit the Office of DEI website at https://www.ssw.umaryland.edu/dao/
Accountability and Transparency

**Pulse Survey**
Administered Fall 2020 into Spring 2021, the Pulse Survey aimed to understand the experiences and perspectives of students, faculty, and staff as they related to equity, inclusion, and belonging.

**DEI Website & Newsletter**
Launched a DEI website and newsletter to increase visibility, transparency, and communication about DEI efforts and activities.

Equity and Access

**Diversity, Equity, and Inclusion Committee**
Formally known as the DAO, the DEIC has expanded to a school-wide committee to improve representation and impact when addressing issues related to DEI.

**Restorative Practices in Action Initiative**
Aims to build a strong restorative culture at the School of Social Work.

- **5 Trainings**
- **15 Trained Facilitators**
- **150 Attendees**

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Scholarship, Learning, And Professional Development

"A Brief History of Oppression"
Co-created a brief history of oppression course in partnership with the Office of Academic Affairs for members of the community

100+ person attendance

Annual JEDI Teach in
Fall 2020
An active space for the deconstruction and unlearning of thoughts, actions, beliefs/ideologies, emotions, and values rooted in institutional and structural oppression

20 Faculty and Staff

Intergroup Dialogue Program
Facilitated dialogue grounded in social justice education around the power dynamics, tensions, similarities, and differences of experience that exist within a group and/or between and across groups

Anti-Racism Trainings
- Interrogating Power and Internalized Oppression
- Navigating Difficult Dialogues
- Exploring Identity and Anti-Racism
- Dismantling White Supremacy
- How to Build Anti-Racist Teams
- Anti-Racist Leadership

20+ trainings

Launched the LEAD Training and Coaching Institute
The L.E.A.D. Institute (Leading For Equity, Anti-Racism and Diversity) is a training and coaching series through the University of Maryland, School of Social Work focused on cultivating an anti-racist mindset, promoting equity and dismantling structural racism and oppression. L.E.A.D. is designed to increase individual knowledge and capacity, moving from personal reckonings through institutional frameworks, and concrete action steps.

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Collaboration

SSW Internal Collaborations

- Student Affairs
- Academic Affairs
- Institute for Innovation and Implementation
- Continuing Professional Education Unit
- The Office of Alumni Relations
- SWCOS
- Positive Schools Center
- Promise Heights

UMB Internal Collaborations

- Community Engagement Center
- Intercultural Center
- Office of the President
- University Human Resources
- Campus Police
- Office of Accountability and Compliance
- Behavioral Health and Wellbeing Lab

External Collaborations

- University of Maryland College Park
- Pen America

Consultations and Support Provided

- 10+ units
- 75+ people

Future Plans

- DEI Fellowship
- JEDI Awards
- Diversity, Equity, and Inclusion Research Symposium
- Justice, Equity, Diversity, and Inclusion (JEDI) Sub specialization
- DEI Dashboard

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