

TIMELINE: HISTORY OF ANTI-OPPRESSION AND ANTI-RACISM AT UMB SSW

compiled by the Anti-Oppression Work Group (AOWG)

1989 BEGINNING OF TAKING ACCOUNTABILITY

Several Black students and faculty members raised concerns about racial climate at the school of social work. "Building Bridges" Task Force formed in response.

1990 FIRST AFRICAN AMERICAN DEAN HIRED; SWCOS CREATED

2004 CURRICULUM REFORMS BEGIN

The Diversity and Racism course was removed and the Faculty Organization began attempts to infuse education that leads to an understanding of diversity and racism throughout foundation courses. Established advanced diversity course requirement.

2007 STUDENT PROPOSAL FOR ADDRESSING DIVERSITY

Students proposed several changes to the administration including diverse course curricula, faculty training, student surveys, and protocol to address oppressive incidents.

2012 STUDENT STATEMENT OF CONCERNS

Students presented concerns/recommendations at Dean Forum about curriculum, learning environment, field placements, and mechanisms for feedback.

2014 DIVERSITY/ANTI-OPPRESSION WORK GROUP CREATED

2015 STUDENTS, STAFF, AND FACULTY HOST EVENTS & PROTEST IN SUPPORT OF THE BALTIMORE UPRISING

2016 UMB CLIMATE SURVEY

Results found that black students rated the lowest in perceived inclusiveness at the school. Women and non-traditional students also felt less included.

2016 UNIVERSITY-WIDE OMBUDSMAN REPORT

A neutral conflict resolution practitioner that noted "Feedback and Department Climate" and "Values & Ethics" to be two categories with the most complaints.

2017 ACHIEVING INCLUSIVE EXCELLENCE REPORT

383 ideas from faculty and staff to ensure an inclusive and culturally responsive organizational environment

2017-2018 STUDENTS AND ALUMNI WRITE LETTER TO CSWE

Several students and alumni write to CSWE saying that the SSW does not meet accreditation standards to educate students to address social justice at all levels. CSWE inquiry follows.

2018 DIVERSITY AND INCLUSION TASK FORCE FORMED

Jeff Ash, Associate Dean for Diversity and Inclusion at School of Nursing, invited to SSW, forms task force later co-chaired by Kyla Liggert-Creel, PhD, LCSW-C, Clinical Assistant Professor & Cherita F. Adams, MBA, MS, Assistant Dean for Administration and Strategic Initiatives

2019 TASK FORCE REPORT ([AVAILABLE ON SSW WEBSITE](#))

Recommended curriculum, training, hiring & field education changes, building on previous efforts. Pushed for hiring full-time DEI Dean

2019 STUDENT PROTEST FURNITURE MADE BY PRISON LABOR

Students protest Maryland Correctional Enterprises contract with UMB. Related efforts continuing to this day.

2020 MANDATORY STRUCTURAL OPPRESSION COURSE CREATED

Alongside a number of additional changes to course offerings and field education as the result of the work of many students, staff, and faculty

2020 SSW HIRES FULL-TIME DEI DEAN: NEIJMA CELESTINE-DONNOR