

University of Illinois at Urbana-Champaign
School of Social Work

TO: Wynne S. Korr, Dean and Professor
Sandra Kopels, Chair, Executive Committee
FROM: Janet D. Carter-Black, Chair, Diversity Committee
RE: AY 2013-2014 Diversity Committee Year End Report

The Diversity Committee's work focused on several areas including the following:

Advancement of a Diverse and Inclusive Community

Aim: Cultivate a learning environment that values diversity and advances the School's commitment to acknowledge and respect the cultures, worldviews, perspectives, and experiences of diverse communities. The manner in which the Diversity Committee addressed this aim is as follows.

- A. The Diversity Committee increased the number of student representatives on the committee from three to seven. The Diversity Committee takes primary lead on multiple events and activities each year. The decision to increase the student representatives was made in order to accommodate and more efficiently distribute the many tasks required for the organization and coordination of these activities.
- B. Susan Cole extended an invitation to Joe Minarik requesting him to attend a committee meeting to share his work which included:
 1. The Privileging and Marginalization Framework (Minarik, 2003)
 2. The Peggy McIntosh (1988) Theory of Privilege, Using Concept Mapping (Minarik, 2013).
- C. The Student Diversity Committee organized the following three "Difficult Discussions" brown bags during the Spring 2014 semester:
 1. "How Can People Balance their Religious Beliefs with Social Work Ethical Obligations?"
(Brenda Coble Lindsey & Carol Wilson-Smith, Facilitators)
 2. "Talking About LGBTQ Individuals, Families, and Communities"
(Megan Pacey, Presenter)
 3. "Introduction to Immigrant Service Work in Central Illinois"
(Francisco Baires, Presenter).
- D. The Faculty Diversity Committee unanimously agreed to launch the new School of Social Work Student Diversity Leadership Award beginning Spring 2014.

Aim: Continue to examine and strengthen the School of Social Work implicit curriculum from the students' perspectives and experiences. The Diversity Committee utilized student surveys to approach this aim.

- A. The Diversity Committee reviewed the results of the 10 item student survey developed to help us begin to explore how well we address diversity and the School's implicit curriculum; matters that are essential to excellence in social work education. The survey was distributed to students across all three program areas during the 2012-2013 AY.
- B. The Student Diversity Committee members, with the help of Judy Havlicek, designed an online survey to obtain student feedback following each "Difficult Discussions" brown bag event. The student committee members were only able to distribute the survey to School of Social Work students who attended the first brown bag. However, they were able to solicit feedback from both School of Social Work students as well as students from across the campus who attended the other two events. The results were reported during monthly Diversity Committee meetings.

Aim: Continue the tradition of the student-lead Annual Diversity Celebration. As in the past, the Student Diversity Committee has planned what promises to be an enriching celebration, thereby successfully addressing this aim.

- A. The School of Social Work Annual Diversity Celebration will be held on Tuesday, April 29th 2014. We are expecting the event to be well attended.

Aim: Identify the need for resources to support the various events and activities initiated, supported, and coordinated by the Diversity Committee. The Diversity Committee has worked to ensure that the School of Social Work reflects a learning environment that truly values, respects, and celebrates diversity. The committee believes the impact and continuation of meeting this aim will be greatly improved if the School is willing to designate additional resources.

- A. The Diversity Committee has had several discussions pertaining to the need for additional resources. Consequently, we have begun exploring the possibility and procedure for obtaining resources to better facilitate and support activities and events that advance the goals and objectives related to the School's implicit curriculum and the aims of the Diversity Committee.
- B. Through the initiative of MSW and Student Diversity Committee co-leader Astrid Tello-Rodriguez, the Diversity Committee has developed a budget proposal based on costs associated with 2013-2014 AY activities and events that foster a learning environment that values diversity.