

Reimagine PSU Proposal Report October 15, 2021

Project Title – Reimagining Racial Equity in the School of Social Work

Unit – School of Social Work

Names of Applicants – Staff, Faculty, and Administrators of the SSW

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Project Summary

The key challenges our proposal sought to address are: 1) a current lack of coordination across disparate racial equity efforts in School of Social Work programs; 2) a need to explicitly align unit-based racial equity efforts with PSU's larger strategic vision; and 3) a mandate to create sustainable implementation structures; 4) the need for an outward-facing Steering Committee that includes community and student members; and 5) the need to identify specific, measurable, achievable, realistic, and time-bound (SMART) goals to hold this work accountable.

Question 1: How did the completed work support the goals of the ReImagine Initiative?

Our completed work supports the ReImagine initiative's focus on creating a future ready institution. We now have a realistic plan to coordinate racial equity work in the School of Social Work by centralizing and reimagining the role of a current committee, the Equity, Partnership, Inclusion Council (EPIC). As EPIC achieves its short and long term goals around 1) curriculum and pedagogy and 2) recruitment and retention of faculty and students, its impact will help PSU live into its anti-racism commitments and to become an equitable university of the future.

Question 2: Were the goals outlined in the proposal achieved?

Yes. The goals outlined in the proposal were to convene key stakeholders—faculty, staff, community members, and students—to design and complete a strategic plan to promote schoolwide racial equity.

- Throughout the summer, [we met with BIPOC students, faculty, and EPIC leaders](#) to discuss ways that EPIC could be restructured to give it more power and accountability within the SSW.
- We began by reviewing [survey results](#) in which the main barrier to achieving success was identified as **lack of clarity in purpose and goals**.
- We engaged in [visioning](#) to imagine how racial equity work in the SSW might be coordinated by EPIC, using a network model like the one used by the School of Social Work at [University of Buffalo](#).
- Using a consensus process, and based on [emergent themes](#), we re-wrote [EPIC Bylaws](#) to focus on three main objectives: 1) Focus EPIC's work explicitly on racial equity; 2) Support the ongoing recruitment and retention of BIPOC students, faculty, and staff of color; and 3) Recommend relevant curriculum and provide training and technical assistance around anti-racism and racial equity (e.g., Lead Instructor meetings, Orientation Anti-Racism Trainings).

We are currently finalizing our proposal to faculty and will present it at our next faculty meeting.

Question 3: How were the allocated funds utilized?

- 1) The project budget supported attendance of two staff, four faculty, four students, and three community members at planning meetings throughout summer 2021:
Cimone Schwoeffermann, Staff
Marina Barcelo, Staff
Becca Love, Faculty
Lakindra Mitchell Dove, Faculty
gita Mehrotra, Faculty
Eddie May, Faculty
Miranda Mosier, Faculty
Pax Charles, Student
Consuelo Nerio, Student
Bobbi Zaman, Student
Lielah Leighton, Student
Hollis Kinner, Community member
Jessica Magnani, Community member
Erica Tucker, Community member

- 2) Funds also supported the revision of two key undergraduate courses which currently prepare students in two areas critical for racial equity, child welfare and family science. Alli Schisler redesigned *SW 320 Intro to Child Welfare* so that it aligns with Oregon DHS's [Vision for Transformation](#), an approach to child welfare that is explicitly anti-racist and intended to remedy the overrepresentation of BIPOC children and families in child welfare. Briana Bivens redesigned *CFS 385U Working with Diverse Families* so that it incorporates current perspectives supporting BIPOC families.

Question 4: Please write a brief description that will be posted on the OAA ReImagine Initiative website.

Project Description, Completed Work

Reimagine PSU summer funding allowed faculty, administrators, community members, and students to spend the summer developing a schoolwide strategic plan to advance racial equity in the School of Social Work (SSW). The committee reimagined the role, scope, bylaws and deliverables of an existing committee, the Equity, Partnership, Inclusion Council (EPIC). In its new role, EPIC aims to advance racial equity in the areas of: 1) curriculum and pedagogy; and 2) recruitment and retention of faculty and students. Moreover, EPIC will become the organizing hub of all racial equity initiatives in the school. ReImagine funds also allowed explicitly anti-racist revisioning of two University Studies courses (*SW 320U Intro to Child Welfare* and *CFSU Working with Diverse Families*) that prepare generalist practitioners in child welfare and family science, two areas critical for achieving racial equity in society.