

Charge to committee

The purpose of the Diversity, Equity, Inclusion, and Justice Committee is to develop and promote strategies and best practices for enhancing racial, social, sexual, and gender diversity and inclusion within the association, including its regulatory board members, through recommendation and review of policies and actions. To accomplish its work, the DEIJ (Diversity, Equity, Inclusion and Justice) Committee will accept suggestions from non-committee members seeking to raise awareness of current challenges in these areas.

The goal of this committee is to provide for the betterment of the association and all its members, the public they serve, and the greater professional social work community so everyone is provided with professional and inclusive experience.

The committee works closely with the ASWB (Association of Social Work Boards) Board president and the Chief Executive Officer (CEO) and reports to the Board of Directors.

As necessary and appropriate, the committee will work in collaboration with other ASWB committees and task forces to complete its charges. The committee's work will be guided by the ASWB strategic framework whenever applicable.

Ongoing charges

1. Actively advancing diversity initiatives throughout the association.
2. Identifying key elements of knowledge, awareness, and action that are linked to DEIJ core competencies.
3. Engaging in collegial consultation to review various aspects related to DEIJ, including governance documents, educational content, association meetings, bylaws, correspondence, updates, and policies, when appropriate.

2024 charges

1. Identifying intentional and actionable guidance and resources for the association and its members.
2. Offering collaboration and consultation to the Regulatory Education and Leadership Committee (REAL) to facilitate an interactive session at the 2024 Education Meeting. This session will leverage gamification to heighten awareness of structural inequality and encourage cultural humility and awareness among our members.
3. Initiating the development of a framework for collaboration between DEIJ and other volunteer led ASWB committees, fostering conversations on how to establish partnerships and collaborations with other committees.

Recommendations/actions

- Continue to focus on 2024 charges by leading the initiatives highlighted below.
- Put 2025 initiatives into practice within the DEIJ committee first where possible.
- Seek opportunities to build relationships.
- Create processes that embed DEIJ into the ASWB experience year after year.

Future discussion topics and/or suggestions for 2025 charge

2025 charges and initiatives:

1. Identifying intentional and actionable guidance and resources for the association and its members.
 - a. ASWB Guiding Principles of Solidarity
 - b. Land and Labor Acknowledgements
 - c. DEIJ Consultants
2. DEIJ integration at Education Meeting, Leadership Weekend and Delegate Assembly
 - a. Offering collaboration and consultation to the Regulatory Education and Leadership Committee (REAL) to facilitate a DEIJ focused session at all Education Meetings.
 - b. Offering collaboration and consultation to all committees at all Leadership Weekends.
 - c. Offering collaboration and consultation, including the DEIJ Survey, at Administrators Forum and Board Member Exchange at Delegate Assembly
3. Initiating the development of a framework for collaboration between DEIJ and other volunteer led ASWB committees, fostering conversations on how to establish partnerships and collaborations with other committees.
 - a. Committee DEIJ Ambassadors

Committee members

Chairperson

Melanie Robinson Findlay
Massachusetts

Hank Cecil
Kentucky

Ukawia Johnson
Alabama

Hyacinth McKee
Louisiana

Sam Rosario
New Hampshire

Sonia Andhi Bilkhu,
British Columbia

Board Liaison

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