

2025 Diversity, Equity, Inclusion, and Justice Committee report to the Delegate Assembly



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

The DEIJ Committee is charged with the following on an ongoing basis:

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.

Service will be based on project specific timelines.

2025 charges

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 an every-other-year 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

Recommendations/actions

- Pilot charges and initiatives within the DEIJ Committee first
 - Continue implementing DEIJ charges and initiatives within the committee to test feasibility, gather feedback, and model best practices before broader rollout.
- Proactively build relationships across the organization
 - Seek and create opportunities to foster meaningful connections—both within and beyond the DEIJ Committee—to strengthen collaboration and ensure a DEIJ lens.
- Establish sustainable processes for DEIJ integration
 - Develop and institutionalize processes that embed DEIJ principles into the ASWB experience, ensuring continuity and impact year after year.

Future discussion topics and/or suggestions for 2026 charge

- Continuation of 2025:
 - a. ASWB Guiding Principles of Solidarity
 - b. Committee DEIJ Ambassadors
 - c. Equity tool
 - d. Reflection of land and labor
- Ongoing charge (Every other year):

Committee members

Chairperson

Sandra Mullings, Georgia

Sonia Andhi Bilkhu, British Columbia

Board liaison

Hank Cecil, Kentucky

Jolene Engelking, Minnesota

Sanjay Govindaraj, Ontario

Ukawia Johnson, Alabama

Esther Langston, Nevada

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- a. 2026 DEIJ survey at Administrators Forum and Board Member Exchange at Delegate Assembly