

2026 Diversity, Equity, Inclusion, and Justice Committee report to the Delegate Assembly

Committee Charge

The purpose of the Diversity, Equity, Inclusion, and Justice (DEIJ) 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 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 will work closely with the ASWB Board President and Chief Executive Officer and will report to the ASWB 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

- Engage in collegial collaboration and consultation with the association's volunteers.
- Provide DEIJ guidance and resources in collaboration with the association's volunteers.
- Support a culture where DEIJ is foundational and integrated into the work of the association's volunteers.

2026 Charges

- Identify, share, and help facilitate intentional and actionable guidance and resources for the association's volunteers.
- Provide support for DEIJ integration at the Education Meeting, Leadership Weekend, and Delegate Assembly, through collegial collaboration and consultation.
- Leverage the Committee DEIJ Ambassadors framework to facilitate collaboration between the DEIJ Committee and other volunteer-led ASWB committees. Establish and support administrative procedures that promote ongoing continuity and sustainability.

Recommendations/actions

- Continue strengthening and refining the DEIJ Ambassadors Program by incorporating participant feedback and evaluating program structure, timing, and ambassador terms.
- Collaborate with committees focused on examination, accommodations, licensing, artificial intelligence, and technology to promote DEIJ principles across organizational initiatives.
- Provide regulators with practical DEIJ tools and resources, including the continued use, enhancement, and customization of the Solidarity Statement and Equity Tool.

Committee members

Chair

Sandra Mullings (GA)

Susan Copping (MD)

Jolene Engelking (MN)

Sanjay Govindaraj (ON)

Lateef Habib (AB)

Esther Langston (NV)

Board liaison

Endsley Real

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