



# DEI AT TSSW

Presented by the Dean &  
Empowering Change Task Force Co-Chairs

# Empowering Change Task Force

## Purpose

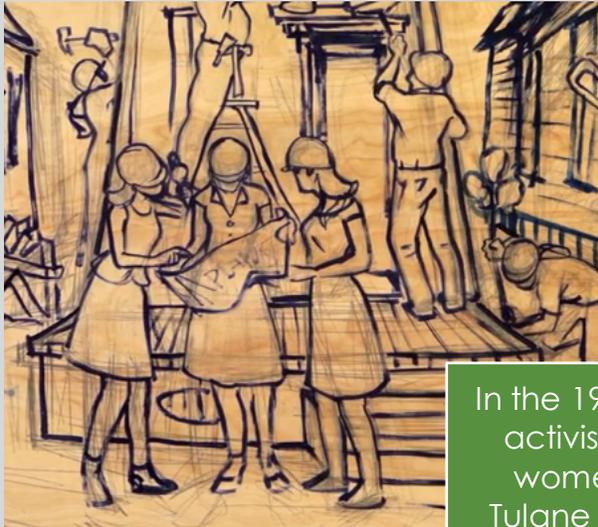
Founded in June of 2020, the Empowering Change Task Force within the Tulane University School of Social Work examines and addresses issues of racism, power, privilege, and oppression within the School and its curriculum.

Evaluating the progress of this endeavor involves understanding the representation of diverse groups within the TSSW community and exhausting every effort to create and maintain a more diverse, equitable, and inclusive environment.



# **HISTORICAL PERSPECTIVE**

# Honoring Our History



In the 1960s, TSSW supported the civil rights activism of African American men and women endeavoring to desegregate Tulane University, which Paul Tulane's will designated as a white male institution. Gloria Bryant Banks ('64), Pearlie Hardin Elloie ('65), and Marilyn S. Piper ('64) were the first African American graduate students to earn degrees from TSSW and among the first to graduate from Tulane.

TSSW was the first Tulane division to have a female dean when Dr. Elizabeth Wisner was promoted in 1937.

TSSW was the first Tulane division to admit African American students in the 1962-63 academic year.

TSSW was the first Tulane division to appoint African American faculty.

In 2011, TSSW supported students in founding the Diversity Coalition to provide an open forum for discussion and exploration of topics related to diversity that affect students and the quality of life.

In 2015, TSSW supported students in establishing a student chapter of the Association of Black Social Workers (ABSWS).

# From 2016 to present

In 2016, TSSW incorporated discussion guidelines for community building from the William Winter Institute for Racial Reconciliation (WWIRR) into its syllabus as a way for faculty and students to engage in respectful dialogue around difficult issues, including race, ethnicity, gender, sexual orientation, and ability.

In 2018, TSSW established the Difficult Conversations Workgroup of faculty, students, and alumni to examine the student experience of diversity, equity, and inclusion. That group provided a set of recommendations in June of 2020.

In April 2020, Tulane announced its first chief diversity officer when it appointed Dr. Anneliese A. Singh as Associate Provost for Diversity and Faculty Development. Dr. Singh's academic home is TSSW where she is a full professor.

TSSW continues to work toward making our School as diverse as the communities we serve. We have appointed racially and ethnically diverse individuals to our faculty and staff and have admitted students of color at higher rates than the University's overall enrollment.

# 2016 to present, Increasing Faculty Diversity & Inclusion

Had Office of Institutional Equity conduct independent review of search, appointment, promotion, and hiring processes

Implemented revised processes in accordance with OIE recommendations

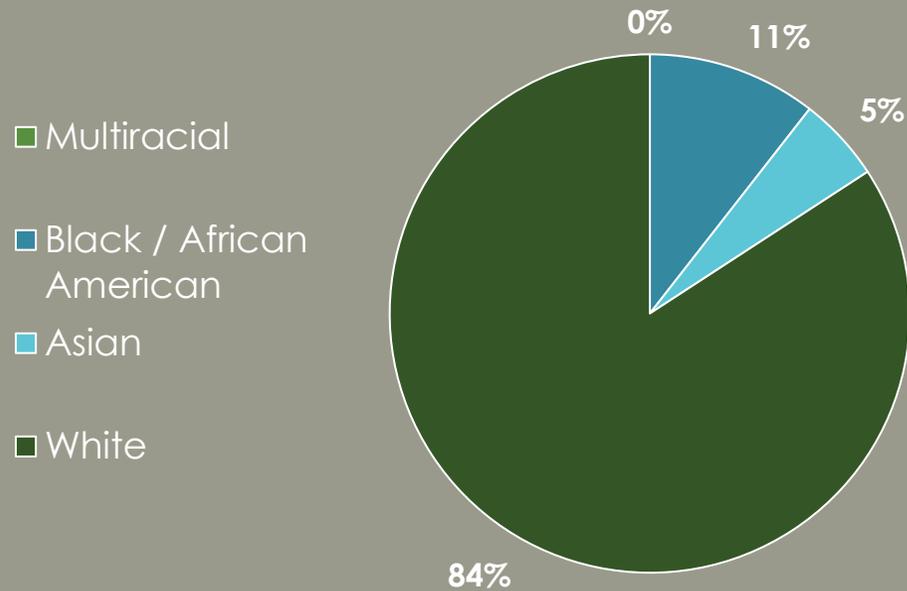
Established diverse search committees and had OIE train them

Expanded search scope and dissemination

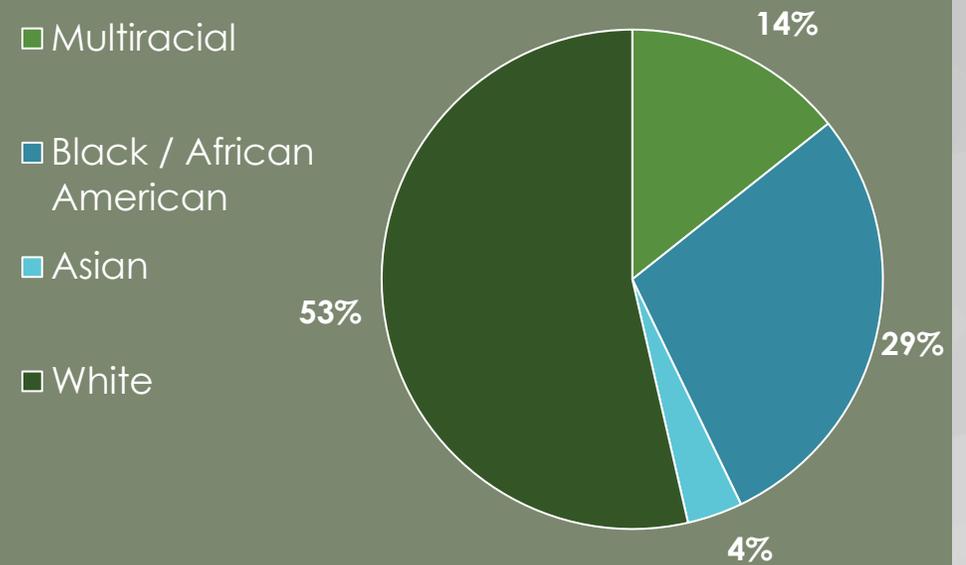
- National Association of Black Social Workers
- Association of Black Psychologists
- National Hispanic Science Network
- American Public Health Association

# Faculty

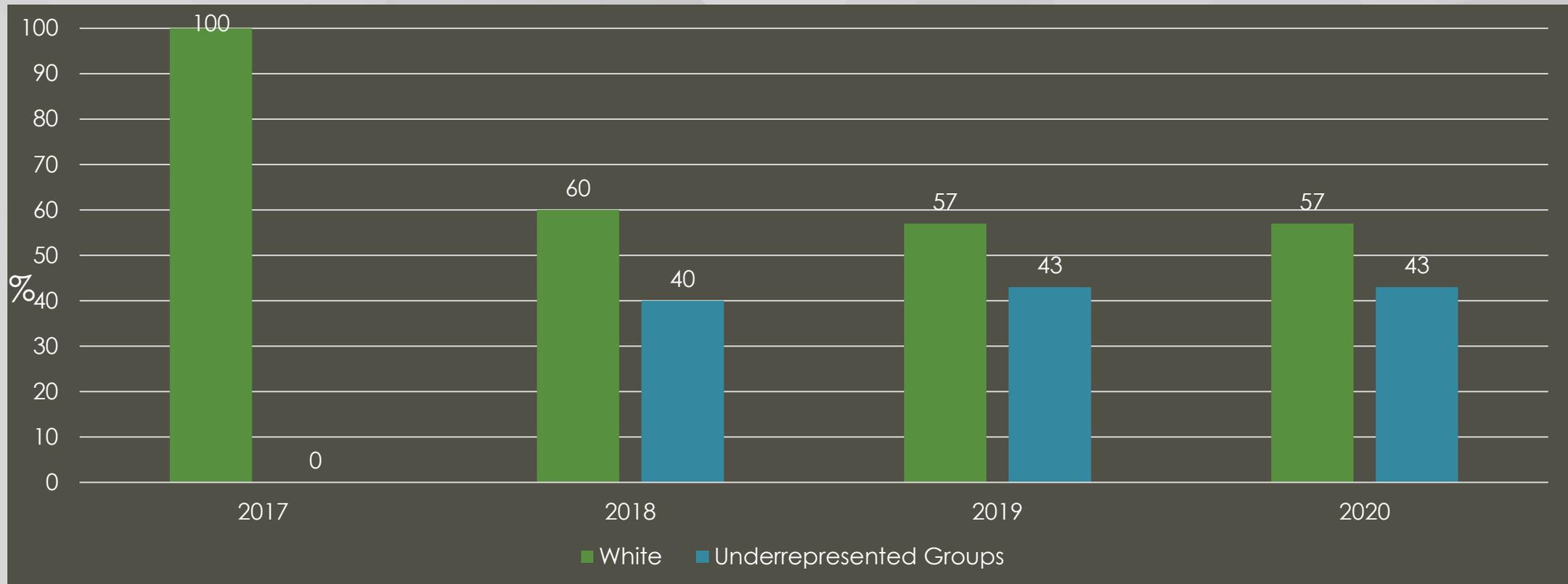
2016



2020



# TSSW Administration



# 2016 to present, Increasing Student Diversity & Inclusion

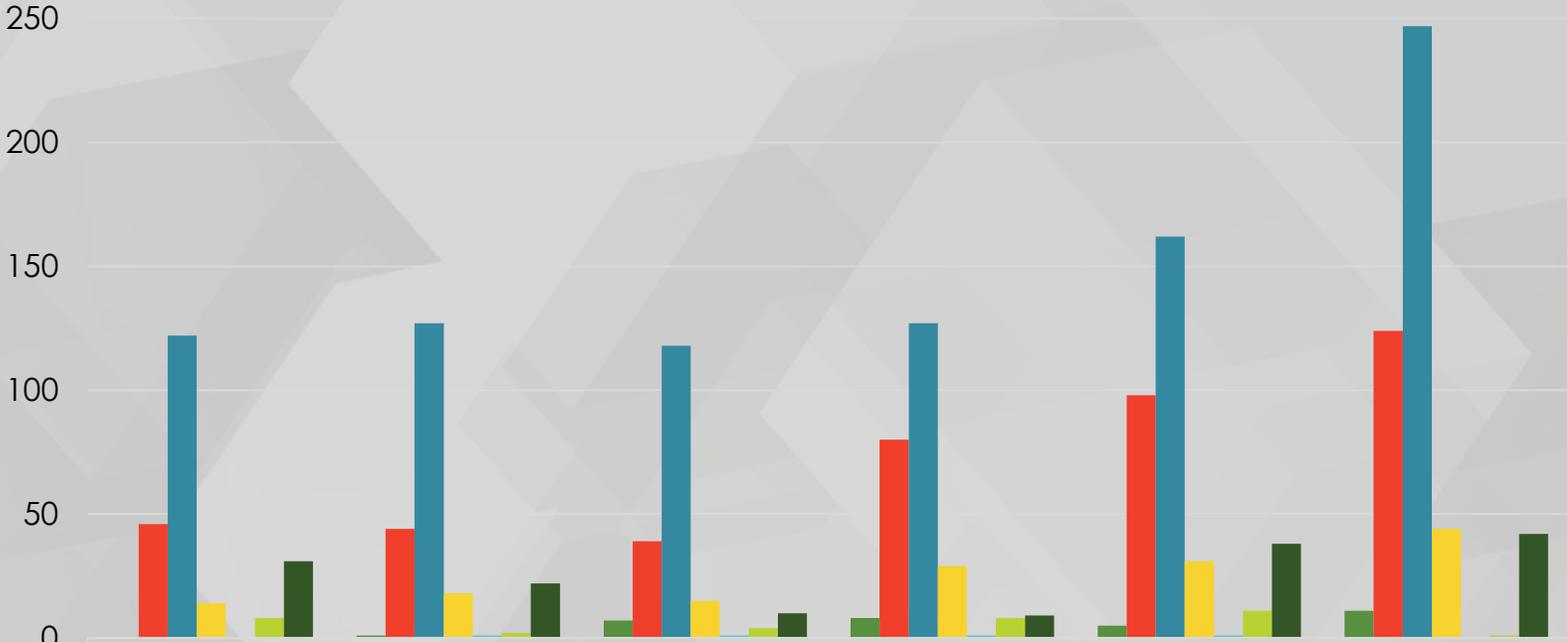
Conducted independent review of TSSW admission office and process with ongoing identification of potential barriers and review and revision of scholarship process

First school at Tulane to have Office of Institutional Equity (OIE) and Office of Multi-Cultural Affairs (OMA) attend and present at student orientation

Integrated shared responsibility message into orientations for students and course syllabi

Implement Student Resources & Support Services (Maxient) reporting system of [tulane.edu/concerns](http://tulane.edu/concerns).

# Students



- Asian
- Black / African American
- White
- Hispanic
- Hawaiian / Pacific Islander
- Multi
- Other

	2015	2016	2017	2018	2019	2020
Asian	0	1	7	8	5	11
Black / African American	46	44	39	80	98	124
White	122	127	118	127	162	247
Hispanic	14	18	15	29	31	44
Hawaiian / Pacific Islander	0	1	1	1	1	0
Multi	8	2	4	8	11	1
Other	31	22	10	9	38	42



# **FROM 2020 TO BEYOND**

Empowering Change Task Force

# Empowering Change Task Force

The Empowering Change Task Force recognizes that to effect lasting systemic change at TSSW requires commitment, persistence, intentionality, and collaboration.

Currently led by TSSW faculty members Dr. Deidre Hayes and Dr. Reggie Parquet, the group reflects on activity within the School and offers educational opportunities for the TSSW faculty, staff, and students as well as the wider community.

# Structure

- Recruited over 35 permanent members composed of
  - Faculty
  - Staff
  - Students
  - Alumni
  - Community Members
- Formed 6 subcommittees for faculty and staff training, curriculum, student support, research, social media & website, & community relations



# Activities

Developed Empowering Change website.

Provided video tool about students of color to faculty and staff in July 2020.

Sponsored "Creating a Classroom Environment for Effective Discussions" in partnership with CELT on September 8, 2020.

Sponsored an EDI-focused Faculty Retreat on December 2, 2020 with Annalise Singh, Sienna Abdulahad, & Peety Peterson.

Sponsored four virtual Elk Place Health Spots with one upcoming in May 2021 and plans for more community events.

Participate in Anti-racism Leadership Institute.

Meet regularly with the EDI Faculty Council.

Meet with EPC.

Present in faculty meetings.

Meet regularly with the Inter-School Task Force.

Hold monthly Task Force Meetings.

Requested new student members February 2021.

# Future

Providing LGBTQ+ 101 Ally Workshop & Transgender 101 Ally Workshop to faculty, staff, and students with Petey Peterson of the Office of Gender & Sexual Diversity

Staff Training AY 2021/2022

Re-envisioning TSSW's Diversity Coalition, a recognized student organization