

NADD Action Plan to Combat Racism

This will be a living document, continually revised to reflect changes, the current moment, and our learning. NADD will establish a task force to facilitate operationalizing the plan.

Goal 1: Engage in self-reflection and assessment as individual members of NADD and as an organization, to identify and address explicit and implicit racism and white supremacy lack of awareness of intersectionality, and lack of inclusion in our structures and interactions

1. Assess NADD climate:
 - a. Strategy: Conduct a comprehensive survey to assess the current state of our racial climate among NADD members (can build off existing racial climate surveys, should use valid, evidence-based tools.) Make outcomes public to members
 - i. Responsible entity: BoD appoints
 - ii. Timeframe: By Fall 2022, to be repeated every 3 years.
 - b. Strategy: Develop plan for positive organizational change based on findings
 - i. Responsible entity: BoD
 - ii. Timeframe: Fall 2022-January 2023
2. Assess NADD structures
 - a. Strategy: Conduct a review of NADD bylaws, policies, procedures, and plans for explicit and implicit bias and to ensure they explicitly address inclusion, racism and white supremacy. Include review of charge for Nominating Committee, to ensure a diverse slate of candidates. Make outcomes public to members
 - i. Responsible entity: BoD appoints
 - ii. Timeframe: Fall 2021-Spring 2022, to be repeated every 3 years.
 - b. Strategy: Develop plan for positive organizational change based on findings
 - i. Responsible entity: BoD
 - ii. Timeframe: Spring 2022-Fall 2023
3. Provide NADD member training and professional development
 - a. Strategy: Provide evidence-based/evidence-informed and effective annual training to BoD and NADD membership as a whole on addressing white supremacy and fragility, implicit bias, micro-aggressions, structural racism, and how to discuss and address these issues within NADD and higher education institutions, and evaluate
 - i. Responsible entity: Vice President and planning conference committee
 - ii. Timeframe: Annually at Fall and Spring NADD meetings, beginning Spring 2021
4. Provide members with framework for antiracism, tools for a comprehensive assessment of climate and antiracist efforts in their institutions, and opportunity to discuss results and develop plans
 - a. Strategy: Identify and provide a valid, evidence-based/evidence informed framework for antiracism and tools for assessment of climate, antiracism, and inclusion, for DDC to use in their institutions
 - i. Responsible entity: Board

- ii. Timeframe: By Spring 2022
 - b. Strategy: Provide opportunity for members to discuss their assessment findings and create responsive plans through a session at Spring Conference
 - i. Responsible entity: Vice President and planning conference committee
 - ii. Timeframe: By Fall 2022
- 5. Reflect on and strengthen NADD's intentionality in combatting racism and being antiracist both within NADD and in how we engage with other institutions
 - a. Strategy: Engage with local communities in which we have meetings/conferences, learning about local initiatives and programs that promote racial justice
 - i. Responsible entity: Vice President and planning conference committee
 - ii. Timeframe: Annually at Fall and Spring NADD meetings, beginning Fall 2021
 - b. Strategy: Intentionally use Larry Davis Social Justice Fund to promote antiracist/pro social justice research and activities. Increase funding to support
 - i. Responsible entity: Social Justice Fund chair
 - ii. Timeframe: ongoing

Goal 2: Build leadership capacity centered on antiracist practices and policies in social work higher education, and support and promote the development of new Black, Indigenous People of Color (BIPOC) leaders within the profession

- 1. Ensure that antiracist content, skills, and competency are meaningfully present in the Leadership Academy for Deans and Directors (LADD) and Future Leaders training. Include content grounded in the experience of members
 - a. Strategy: Review and revise content and speakers
 - i. Responsible entity: LADD and Future Leaders chairs
 - ii. Timeframe: Fall 2021
- 2. Ensure that LADD and Future Leaders intentionally seeks to recruit BIPOC potential leaders
 - a. Strategy: Develop intentional recruitment strategies
 - i. Responsible entity: LADD and Future Leaders chairs
 - ii. Timeframe: Fall 2021
 - b. Strategy: Reach out to organizations such as NABSW and ALLSWE and other affinity groups that nurture and develop BIPOC social workers for insights on recruiting and supporting BIPOC leadership.
 - i. Responsible entity: LADD and Future Leaders chairs
 - ii. Timeframe: Fall 2021
- 3. Provide training to membership, committing to increasing BIPOC leadership in social work
 - a. Strategy: Provide training on this topic at Fall and Spring Conference each year
 - i. Responsible entity: Vice President and planning conference committee
 - ii. Timeframe: Annually at Fall and Spring NADD meetings, beginning Fall 2021
 - b. Strategy: Revise mentoring program to provide enriched mentoring for BIPOC leaders and potential leaders and to provide training for increased mentor skills in supporting BIPOC leaders and potential leaders

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- i. Responsible entity: Mentoring committee
 - ii. Timeframe: ongoing, beginning at Fall NADD meeting 2021
- 4. Provide training to members on advancing to upper administrative positions in higher education, so that social work leaders can lead the antiracism charge within their institutions and have larger impact
 - a. Strategy: Provide track at Spring Conference
 - i. Responsible entity: Vice President and planning committee
 - ii. Timeframe: Spring 2022

Goal 3: Provide membership with antiracist, anti-oppressive, equity-minded professional development support and resources with a focus on management and leadership strategies, policy and systemic change within our organizations, on creating antiracist and anti-oppressive curricula and pedagogy, and on recruiting and retaining BIPOC students and faculty

- 1. Use NADD meeting/conference as platform for antiracist professional development
 - a. Strategy: Create structures during and after conference/meeting to discuss current policy issues and issues of race and antiracism, such as forums, panels, and webinars, and to provide training and practice in having difficult conversations
 - 1. Responsible entity: Vice President and conference committee
 - 2. Timeframe: Annually at Fall and Spring NADD meetings, beginning Spring 2022
 - b. Strategy: Require that each conference abstract submitted discuss how *equity, diversity, inclusion, and particularly racism* will be addressed in the presentation
 - 1. Responsible entity: Vice President and conference committee
 - 2. Timeframe: Annually at Fall and Spring NADD meetings, beginning Fall 2021
 - c. Strategy: Provide membership with comprehensive annual training on addressing white supremacy and fragility, implicit bias, micro-aggressions, structural racism, and how to discuss and address these issues within schools of social work and within the academy
 - 1. Responsible entity: Vice President and conference committee
 - 2. Timeframe: Annually at Spring NADD meetings, beginning Spring 2022
 - d. Strategy: Invite as speakers, panel members and collaborators on initiatives, to NABSW and other affinity groups that nurture and develop BIPOC social workers
 - 1. Responsible entity: Vice President and conference committee
 - 2. Timeframe: Annually at Fall and Spring NADD meetings, beginning Fall 2021
 - e. Strategy: Invite University/College/School Diversity and Inclusion Officers and also representatives from HBCUs, HSIs, and Tribal Colleges to speak at NADD meetings to discuss their campus strategies for creating environments where BIPOC faculty and students feel welcomed and can thrive
 - 1. Responsible entity: Vice President and conference committee
 - 2. Timeframe: Annually at Fall and Spring NADD meetings, beginning Spring 2022

2. Give membership tools to address racism in implicit and explicit curriculum to develop antiracism pedagogy skills in full- and part-time faculty, and build student competency in antiracist practice
 - a. Strategy: Collaborate with other SW organizations (GADE, CSWE, NASW, NABSW etc.) to identify or develop modules/training initiative focusing on antiracist pedagogy and how to evaluate impact
 1. Responsible entity: BoD President (through Leadership Council)
 2. Timeframe: Conversation to begin Fall 2021
 - b. Strategy: Advocate for and assist in development of nation-wide symposia/conference/workshops through NADD and CSWE on antiracist pedagogy and competencies, and make these resources widely available after through NADD website
 1. Responsible entity: BoD President (through Leadership Council) and Vice President for Communications
 2. Timeframe: Conversation to begin Spring 2021
3. Explore ways NADD can support, amplify, and extend faculty, staff, and student research on antiracism and bias
 - a. Strategy: Encourage the creation of research groups (including faculty, staff, and students) to conduct research on this area and support through NADD, using Larry Davis Social Justice Fund (LDSJF)
Strategy: expand charge of the LDSJF committee beyond selecting awardees to address other needs for research in antiracism
 - b. Strategy: Profile projects funded by LDSJF
 1. Responsible entity: LDSJF Committee and BoD
 2. Timeframe: Ongoing, beginning Summer 2021
 - c. Strategy: Partner with GADE and CSWE to develop ways to support student research on antiracism and bias
 1. Responsible entity: Board
 2. Timeframe: Ongoing beginning Summer 2021
4. Give membership tools and training in establishing their own professional development plan for antiracist management and leadership, to include recruitment, mentoring, P&T policies, creating an antiracist climate.
 - a. Strategy: Provide training at Spring Conference, including time for each member to develop their own antiracism management and leadership plan, and time each year to review progress from the prior year's plan
 - i. Responsible entity: Vice President and program committee
 - ii. Timeframe: Ongoing beginning Spring 2021

Goal 4: Partner with national social work organizations in advocacy and policy action to dismantle racism and structural oppression in practice, licensure and professional policies, and throughout society

1. NADD BoD participates in community engagement and advocacy

- a. Strategy: A minimum of three NADD Board members participate every year in coordinating and collaborating with other social work organizations on major issues, and presents to BoD for discussion and prioritization
 - i. Responsible entity: BoD
 - ii. Timeframe: Ongoing, beginning Fall 2021
 - b. Strategy: Activate NADD advocacy and legislative issue task forces and group(s), based on priorities identified in a. above, and examine efficacy of groups. Create a task force specifically to examine issues of licensing and disparities of outcome based on race. Groups will keep membership apprised of activities through listserv, website and report at each meeting
 - i. Responsible entity: BoD, esp. Vice president for Communication
 - ii. Timeframe: Ongoing, beginning Fall 2021
 - c. Strategy: Advocacy and legislative issues task forces and group(s) will collaborate with other national groups undertaking legislative action by meeting with and communicating with national groups undertaking legislative work as per NADD's ability to lobby
 - i. Responsible entity: Advocacy/Legislative group chair
 - ii. Timeframe: Ongoing, beginning Fall 2021
2. Building social justice capacity
- a. Strategy: Craft social justice statements and letters and sign onto social justice initiatives as issues arise. These will be voted on by the BoD, and the BoD will notify NADD members of letters or initiatives they have signed on to on behalf of the membership.
 - i. Responsible entity: BoD, president, Vice President for Communication
 - ii. Timeframe: Ongoing, beginning Fall 2020
 - b. Strategy: Create an inter-professional coalition across professions to address social justice issues
 - i. Responsible entity: BoD will identify a responsible group
 - ii. Timeframe: Ongoing, beginning Fall 2021
 - c. Strategy: At the conclusion of each forum and/or meeting, when appropriate, NADD will establish a position on current policy issues and forward position statements to the relevant organization, lobbying or legislative entity
 - i. Responsible entity: BoD, president, Vice President for Communication
 - ii. Timeframe: Ongoing, beginning Fall 2021