

**School of Social Work Statement on Anti-Black Racism  
Passed at Faculty Council on March 5, 2021**

Within the School we will:

- Continue to support our Equitable Admissions Policy while heightening recruitment, retention, and graduation of African Nova Scotian students and students of African Descent.
- Develop curriculum, policies and practices which align with the *'Count Us In: Nova Scotia's Action Plan in Response to the International Decade for People of African Descent, 2015-2024'* and guidance of the Council on African Canadian Education which assert that the educational experiences of African Nova Scotian learners should be within historical and socio-cultural foundations.
- Liaise with and learn from African Nova Scotian communities through the position of the Director of African Nova Scotian Community Engagement and from programs such as the Black Student Advising Centre, Imhotep's Legacy Academy, and Promoting Leadership for African Nova Scotians in Health (PLANS), with the aim of building relationships between high school students and the School.
- Support faculty of African Descent in their work and in the School as well as receive and respond to guidance from the Dalhousie Black Faculty and Staff Caucus.
- Continue to support and promote the Association of Black Social Workers' mentorship of aspiring social workers, community engagement activities, and professional development programs.
- Support our Diversity and Equity Committee in their knowledge dissemination efforts, such as the community conversation series related to anti-Black racism and white supremacy.
- Engage with our Diversity and Equity Committee in formulating policies and implementing activities that advance the admission, retention, and graduation of students from historically marginalized groups, specifically African Nova Scotian communities.
- Foster the engagement of our students, staff and faculty with our communities through events such as those commemorating African Heritage Month.
- Respond to community requests for specialized programming and work with those communities in the design and implementation of those programs, for example the pilot Africentric BSW cohort, guided by a Community Advisory Group that includes people of African Descent.

- Support research into the experiences of people of African Descent and integrate outcomes of this research into curriculum, policy and practice development.
- Improve curriculum focused on critical race issues that reflect knowledges, approaches, and experiences of African Nova Scotian communities and people of African Descent.
- Integrate course readings associated with African Centred ways of knowing throughout the BSW and MSW curricula.
- Enhance students' potential to respond to their practice communities by ensuring that anti-racist and anti-oppressive content is integrated throughout the BSW and MSW curricula.
- Provide support for racialized faculty, instructors, and staff as they navigate an academy built upon colonial structures and practices.
- Support racialized faculty and instructors teaching anti-racist, anti-colonial and anti-oppressive courses to social work students.
- Implement a mentorship program for incoming racialized BSW and MSW students, supported by students and faculty, to increase racialized student retention and graduation in order to foster inclusion and a more diverse service delivery workforce.
- Ensure that our hiring polices integrate principles of anti-racism, social justice, inclusion, diversity and equity.