

**Plan for Inclusion at SP2
(Updated December 2021)**

The School of Social Policy & Practice has a long history of working towards social justice and continues to advance this value in its teaching, research, and service to the community. Our goals are to create an inclusive environment; recruit and retain faculty, staff, and students, who represent varied social identities, backgrounds, and experiences; and provide educational content that engages the views of diverse scholars and centers intersectionality, anti-racist and anti-oppressive practice, and social justice.

The following plan is organized around five areas of recommendations from the Task Force on Race and Social Justice’s final report in January 2020.

1. SP2’s Structure and Leadership

Three recommendations emerged related to structure and leadership at SP2. The task force recommends that Dean Bachman appoint a standing faculty member and/or hire a staff member to provide leadership in the area of diversity, equity, and inclusion. These individuals would report directly to the dean. In addition, the task force recommends the faculty create a new standing committee to advise and work with the person(s) in the leadership position. This committee should comprise individuals who represent the SP2 community, and include faculty, staff, students, and administrators. The task force acknowledges that service commitments are already in place for the current academic year and workload discussions for next year are well underway. If the standing committee cannot be formed until the start of academic year 2020 - 2021, it is recommended that an advisory committee be formed for the remainder of the spring 2020 semester to continue the momentum of the task force and lay the groundwork for the standing committee. In addition, the task force recommends that faculty actively recruit and hire women, transgender, queer, non-binary, and BIPOC for tenure-track positions.

Objectives:

- 1. Create a leadership position in diversity, equity, and inclusion.**
- 2. Form standing committee on Race and Social Justice.**
- 3. Increase the number of standing faculty from underrepresented groups.**

Desired Outcomes:

- 1. Appoint Associate Dean for Inclusion.**
- 2. Form new standing committee in AY 2021-2022.**
- 3. Recruit Target of Opportunity and Underrepresented Minority Faculty.**

Tasks	Timeline	Progress
Appoint of Associate Dean for Inclusion.	July 1, 2020	Completed
Propose new committee on Race and Social Justice to the standing faculty.	Fall 2020	Completed

Assess guidelines for creating a new standing committee.	Fall 2020	Completed
Develop description (charge, composition, etc.); present to standing faculty and appropriate university office.	Fall 2020	Completed
Faculty vote for committee.	Fall 2020	Completed
Nominate members for AY 2021-2022	Spring 2021	Completed
Recruitment of Target of Opportunity and URM faculty.	Ongoing	We successfully recruited two diverse faculty associate professors in FY 2021 and will continue to pursue diverse candidates.

2. School Climate

The task force identified methods the school can use to create an inclusive community. These include developing a bias response protocol to recognize and address harm caused by racism, discrimination, micro and macroaggressions and other forms of intended and non-intended oppression. Restorative justice was suggested as an approach for consideration. Pronouns should be asked, recognized, and not assumed. The task force recommends community-building activities that encompass the entire SP2 community and specifically recommends the continuation of the One Book, One SP2. In addition, the built environment of the Caster Building should be improved with art as a vehicle for representing and recognizing diversity and promoting inclusion. The physical space could also be enhanced with plants in classrooms and other shared spaces.

Objectives:

1. **All constituents of SP2 (faculty, staff, students, and alums) will have opportunities to engage in cross-program discussions on issues of social justice to understand how different perspectives can be brought to bear on analyzing and addressing these issues.**
2. **Incorporate various mediums of art to improve the visual sense of inclusion and diversity in SP2’s physical spaces.**
3. **Address bias/harm, multicultural conflicts, and micro/macro aggressions.**

Desired Outcomes:

1. **Increase the number of students, faculty, staff, and alums who engage in cross-program school-wide social justice dialogs and events.**
2. **Increase the number of alums who are guest speakers for courses, joint lectures, and panels.**
3. **Install art in SP2 physical spaces that reflects, recognizes, and affirms the diversity of the school’s students, faculty, and staff.**
4. **Implement appropriate and effective use of harm reduction response protocols and procedures with students and faculty. Make referrals to Restorative Practices @ Penn and the Ombud’s Office when applicable.**

Tasks	Timeline	Progress
Develop process for selecting the One Book that includes faculty, students, staff and alums.	Spring 2020	Completed
Submit proposal to the Excellence through Diversity Fund for financial resources to fund the initiative.	Spring 2020	Completed and funded.
Work with Institutional Advancement to publicize the One Book, One SP2.	Summer 2020	Completed
Plan and conduct online group discussions that include faculty, staff, students, and alums.	Summer 2020	Completed
One Book Discussion with SP2 Donors	Fall 2020	Completed

Develop resources and strategies for integrating social justice themes and concepts in courses.	Summer/Fall 2020/Spring 2021	Ongoing
Organize school-wide lectures and panels on the themes related to the One Book and other social justice issues.	Fall 2020/Spring 2021	School-wide talks and keynote events on immigration were offered; we also launched the Social Justice Speaker Series.
Work with Institutional Advancement to increase the number of alums engaged as guest lecturers and panelists for classes and joint lecturers.	Fall 2020/Spring 2021	Database created of alums who want to be mentors and also be guest lecturers for courses.
Collaborate with Institutional Advancement to incorporate various forms of art into SP2's buildings that reflect and affirm diversity.	Ongoing	Secured funding for the Franklin Innovation Fellow and Art initiative.
Collaborate with Office of Student Conduct, Restorative Practices @Penn, and SP2 Office of Student Services for accessing resources and workshops on harm reduction and community building.	Fall 2020 Spring 2021 Summer 2021	Ongoing OSC-RP@P staff met with student leaders, DSW students, faculty, and staff. Planning community building and circles dialog sessions for faculty, staff, and students.
Make referrals to Restorative Practices @ Penn, the Ombud's Office, or other Penn Resource Centers.	Ongoing	Ongoing
Develop evaluation/feedback tools.	Summer 2021	Student satisfaction survey created and sent to students.

3. Training

Promoting social justice, inclusion, and anti-racism and anti-oppressive practice are at the core of SP2's mission; however, not everyone has the awareness, knowledge, and skills to implement these values across various areas of the school or able to facilitate difficult conversations. Training in these areas should be institutionalized and offered on an ongoing basis, particularly for current employees and during the onboarding of all new faculty and staff, including part-time lecturers. An online summer module on racism and anti-oppressive practice should be designed and required for all new SP2 students before they start the fall semester. This should be a free, noncredit, non-graded course, which is completed before the start of fall classes.

Objectives:

- 1. Provide trainings on: microaggressions, anti-racism and anti-oppressive practice, White supremacy, implicit bias, and nondiscrimination for faculty and staff.**
- 2. Provide training on discussing difficult topics in the classroom (i.e. racism and other forms of structural oppression, treatment of minority students) and inclusive teaching**

methods.

3. Provide online modules on the Penn Experience during the summer and fall 2020 semesters to prepare students for discussions on issues of racism and social justice at Penn and the city of Philadelphia.

Desired Outcomes:

1. Participation by full and part-time faculty, staff, and students in SP2 trainings and educational content on bias, racism, white supremacy, and other forms of oppression; participation in trainings on implicit bias and nondiscrimination.
2. Increase knowledge and skills for facilitating difficult conversations.
3. Students will enroll in the Penn Experience online modules during the summer and fall 2020 semesters to prepare them for discussions on issues of racism and social justice at Penn and the city of Philadelphia.

Tasks	Timeline	Progress
Obtain information on training resources at Penn and outside vendors on microaggressions, anti-racism, anti-oppression, White supremacy, facilitating conversations on racism, across race and other dimensions of diversity, latent/unconscious bias and nondiscrimination.	Fall 2020 Spring 2021	Ongoing Working with Kenneth Hardy, CTL, CAPS, GSE, Penn's DEI Leaders across campus.
Tailor and plan trainings specific to staff and faculty members' needs.	Ongoing	Ongoing
Advertise and provide training(s).	Ongoing	Ongoing
Encourage students to participate in the Penn Experience online modules.	Ongoing	Ongoing
Encourage faculty and staff to read <i>Me and White Supremacy</i> and participate in discussion groups.	Ongoing	Completed

4. Curriculum

Existing courses (required and elective) in each of SP2’s degree programs should be reviewed and revised to ensure that content on racism, anti-oppression, intersectionality, difference, and social justice is included. The task force encourages faculty and program staff to initiate these reviews and for students to be included. This curriculum review should identify strengths and weaknesses and describe how gaps will be addressed. Moving forward, all new classes should include this content. Strategies for integrating this information should be determined by the program leadership and faculty.

Objectives:

1. **Integrate content on racism, anti-oppression, intersectionality, difference, and social justice in the curricula of each of SP2’s five-degree programs.**
2. **Incorporate course material that involves content from scholars who represent diverse groups, including BIPOC, people with disabilities, diverse sexual identities, and gender expressions.**

Desired Outcomes:

1. **Improve the integration of content on racism, anti-oppression, intersectionality, difference, and social justice in the curricula.**
2. **Readings and other course materials will reflect the perspectives of scholars representing underrepresented groups, BIPOC, people with disabilities, diverse sexual identities, and gender expressions.**
3. **Develop new courses where needed.**

Tasks	Timeline	Progress
Meet with faculty directors, students, and governance committees to define goals and scope of the work for increasing the content on racism, anti-oppression, intersectionality, difference, and social justice in the curricula.	Fall 2020	Ongoing
Identify the appropriate approach and strategy for each program.	Fall 2020	Ongoing
Set clear and realistic objectives that support the goals for curricular change.	Fall 2020	Ongoing
Audit current syllabi for content on racism, anti-oppression, intersectionality,	Ongoing	Ongoing

difference, and social justice		
Identify needed content and teaching resources.	Ongoing	Ongoing
Implement curricular changes.	Ongoing	Ongoing
Develop accountability measures using course evaluations and other student feedback measures.	Ongoing	Ongoing

5. Admissions and Financial Aid

Financial aid should continue as a top priority for SP2. The task force recommends the school increase the number of full scholarships in each of the degree programs, with an emphasis on recruiting a diverse student body, particularly BIPOC students from the Philadelphia area.

Objectives:

- 1. To recruit a diverse body of highly qualified students from across the globe to the School's five-degree programs.**
- 2. To raise additional funds for Social Justice Scholars Scholarships.**

Desired Outcomes:

- 1. Increase the diversity of the student body (specifically BIPOC students; and BIPOC students from the Philadelphia area) through various targeted recruitment strategies.**
- 2. To create at least three full tuition scholarships for Social Justice Scholars.**

Tasks	Timeline	Progress
Explore and help further develop the SP2 Social Justice Scholars program for HBCU students	Fall 2020 Spring 2021	Completed and will be expanded
Highlight the work of the newly appointed Associate Dean of Inclusion (including the Standing Committee on Race and Social Justice) to prospective students for awareness	Ongoing	Ongoing
Expand the Schools relationship with Thurgood Marshall College Fund Leadership Institute (DC) to connect	Fall 2020 Spring 2021	Ongoing

directly with HBCU students		
Strategize with the Office of Financial Aid to mitigate the gap between tuition costs and scholarships awarded.	Fall 2020 Spring 2021	Ongoing
Spend institutional funds more strategically to ensure we are achieving the preferred enrollment profile- i.e. desired size, quality and diversity.	Fall 2020 Spring 2021	Ongoing