



Anti-Racism, Diversity, Equity, and Inclusion Statement

As a School of Social Work at a federally designated AANAPISI and Hispanic-Serving Institution on the US-Mexico border, we aim to intentionally integrate anti-racist and anti-oppressive perspectives and actions throughout our School's education, research, and service efforts. We are committed to investigating how racism and white supremacy have shaped the social work profession historically, and we recognize the roles that racism and white supremacy continue to play in our profession and society more generally.

- Our School acknowledges the ongoing systemic and systematic dismissal of marginalized voices from the profession. We are committed to including and amplifying the voices and experiences of Black, Indigenous, and people of color (BIPOC) and other marginalized groups throughout our program. We do this by thoughtfully and intentionally integrating the histories, perspectives, and experiences that have been omitted from the story of the social work profession into our teaching, mentoring, scholarship, and service.
- Our School recognizes the role that white supremacy has played and continues to play in the creation and reproduction of violent systems of oppression. We acknowledge the enduring impact that systems of power, white supremacy, and privilege have on the individuals and communities social workers serve.
- Our School seeks to challenge the notion that diversity and inclusion efforts are sufficient to remediate the persistent exclusion of BIPOC and other marginalized groups from decision-making and other spaces of power. Instead, we seek to critically examine how systems of power and privilege continue to perpetuate the status quo by recreating structures of dominance, and to recognize the trauma that results from persistent exclusion and marginalization.
- Our School recognizes how systems of power and privilege negatively and positively impact people's lives. We seek to understand how lived experiences significantly shape people's experiences. We support and celebrate the richness of diversity while recognizing the trauma of marginalization.

As a community, the SDSU School of Social Work is on a journey to reimagine the role that social work can play in mitigating social injustice and dismantling entrenched systems of oppression. We understand this ongoing process requires introspection, humility, perseverance, practice, partnership, compassion and commitment.