



COUNCIL ON SOCIAL WORK EDUCATION

## **2022 Educational Policies and Accreditation Standards Anti-Racism, Diversity, Equity, and Inclusion Information**

Requiring programs to achieve and maintain competency in the areas of diversity, privilege, oppression, and intersectionality has been central to social work accreditation standards since 1952. A fundamental aspect of this foundational knowledge is to teach about historical institutionalization of privilege and oppression that has permeated our systems and social fabric.

The 2022 Educational Policies and Accreditation Standards (EPAS) affirms and strengthens the enduring commitment of social work education to principles of anti-racism, diversity, equity, and inclusion. The 2022 EPAS supports social work programs in developing a workforce of social workers who are knowledgeable about the ways positionality, power, privilege, and difference affect practice areas, and how social workers challenge systems of oppression that affect diverse populations.

CSWE is aware that some states have enacted divisive concept legislation prohibiting the teaching of so-called divisive concepts. CSWE [has called for legislators to consider the implications on accredited programs and communities](#), and joined with the Association of American Colleges & Universities and dozens of other associations [to denounce legislation that seeks to dictate how the effects of racism can be taught in colleges and universities](#).

CSWE opposes such legislation and stands with those who seek to defeat efforts to enact such legislation. The EPAS requires that social work programs prepare students to advocate across levels of policy and practice in accordance with the NASW Code of Ethics, which recognizes the necessity of such activism. Strategies for faculty and program leadership to oppose such legislation and underscore the importance of ADEI in social work education include:

- Remind your university's Provost and Government Affairs Office of:
  - the role of social work education in preparing ethical practitioners to address societal challenges,
  - the role of a CSWE-accredited social work degree in preparing practitioners for licensure and practice,
  - regional accreditation requirements related to academic freedom and freedom of expression, which may jeopardize an institution's ability to confer degrees or receive federal financial aid, and
  - the role of regional and programmatic accreditation in validating the quality of the academic degree.
- Provide opportunities for students to:
  - explore critical issues related to anti-racism, diversity, equity, and inclusion,
  - understand how racism and oppression shape human experiences and how these two constructs influence practice at the individual, family, group, organizational, and community levels and in policy and research, and
  - advocate for change.
- As a private citizen, contact your legislator to advocate for academic freedom and oppose divisive concept legislation. Communications may focus on:
  - concerns such as educational quality, accreditation, student learning experience, and preparation of social work workforce, and
  - the impact such legislation will have on communities that social workers serve, and legislators represent.