Demands to Integrate Anti-Racism into Smith SSW Curriculum & Structures

1. 40% of assigned readings in all courses written by authors of color.
2. A student representative from the Council for Students of Color shall be appointed to the Faculty Curriculum Committee to increase transparency and communication with the student curriculum committee.
3. The course Racism in the United States will be two terms.
4. Practice courses will include at least 40% of case studies by a clinician who identifies as a person of color.
5. Hiring and search committees must include student representatives of color with the aim of increasing faculty, Faculty Field Advisors, Thesis Advisors, and Community Practice Project Advisors of color.
6. All faculty will be required to attend at least one Pedagogy and Diversity meeting per summer for consultation on skillfully incorporating anti-racism into pedagogy.
7. Administration will work with students to design and implement a mid-term feedback form as an "instant evaluation tool" to assess whether anti-racism pedagogy is adequately reflected in each course.
8. Students will have access to qualitative and quantitative information from all evaluations of Smith's Anti-Racism Commitment, including findings from course evaluation data on anti-racism.
9. All instructors who teach the Racism in the United States course for clinicians of color must identify as people of color.
10. Students of color will be offered additional consultation from faculty of color and an optional differentiated orientation for the second year Anti-Racism Assignment.
11. Smith curriculum will demonstrate value for diverse and multimodal ways of knowing by including non-peer reviewed materials such as blog posts, multi-media, poetry, and visual arts to include authors, artists, and creators of knowledge who are not based in traditional academic institutions.

WHO IS PART OF THIS MOVEMENT?

- Over 184 students and 20 alumni have signed a petition to support the demands In less than 1 week
- Student Org: 90 students voted for student org to support the demands (1 abstained).
- Gender & Sexuality Alliance, Jewish Students, Council for Students of Color, Gender Non Conforming Students, QTPOC, Living Subjectively, Students Impacted by Ableism,
- Curriculum Committee – unanimous vote to support the demands

WILL THE ADMINISTRATION AGREE TO THESE DEMANDS
BY THE END OF THIS TERM?