

George Mason Department of Social Work
Statement on Antiracism, Diversity, Equity, and Inclusion (ADEI)

As a member of the George Mason University community and being affiliated with a profession that values diversity and difference, plus social, economic, and environmental justice, the Department of Social Work is committed to antiracism, diversity, equity, and inclusion (ADEI). An ADEI approach to social work education acknowledges the ways that individual, interpersonal, institutional, and structural manifestations of racism against Black individuals and other people of color contribute to inequality and injustice in our classrooms, on our campuses, and in our communities, and it strives to provide the department's community members with resources to interrupt cycles of racism so as to cultivate a more equitable, inclusive, and just environment for all of our students, staff, faculty, alumni, and friends, *regardless* of racial background.

All students, faculty members, and staff members in the Department of Social Work are encouraged to:

- make constant, conscious decisions to interrupt racism and cultivate equity, inclusion, and justice for people of all racial backgrounds, and in particular those from Black communities and other communities of color, who are most likely to bear the direct and indirect costs of systems of white supremacy.
- interrogate histories of white supremacy and white-dominant culture and examine the ways in which these histories have impacted our individual beliefs, our interpersonal relationships, our institutional and structural policies and processes, and our entire society.
- make a commitment to being responsible for our own relationships to, and actions within, systems of white supremacy.
- advocate at the micro, mezzo, and macro levels for policies that address the systemic issues of racism including, but not limited to, mass incarceration, voter suppression, income inequality, housing and job discrimination, and the devolution of the social welfare state.
- cultivate a practice of self-awareness and self-reflection that allows us to critically evaluate our own role in upholding white supremacy and identify the ways we can interrupt cycles of racism at the individual, interpersonal, institutional, and structural levels.
- examine their own behavior and be willing to change any attitudes and behavior that can be viewed as racist in my interactions with others, to include students, faculty, and staff, and during my experiences with clients.
- engage in open constructive dialogue where possible, to share my perspectives and be receptive to hearing the perspectives of others.

The Department of Social Work, in line with the Code of Ethics of the social work profession, believes that the work of antiracism starts with each individual, and that in cultivating an antiracist approach to research, scholarship, practice, and service, our students will build a skillset rooted in principles of equity, inclusion, and justice that they will carry with them throughout their lives.

*Approved by the faculty on February 10, 2021
Amended by the faculty on January 24, 2024*