



September 1, 2020

The National Association of Deans and Directors of Schools of Social Work denounces the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Rayshard Brooks, and the many other unarmed Black individuals who have died as a result of police violence. Black Lives Matter. We denounce racism and structural oppression that allow violence, hatred, and horrific brutality to persist. We commit to stop racism and injustice as they are the cause of disparities in health and wealth, mass incarceration, political disenfranchisement, and multi-generational trauma.

As leaders in social work education, we are committed to social, economic, and equal justice, essential for the common good. We are committed to action that will eradicate racism, white supremacy, and the structures that promote violence, oppression and injustice in all of their overt and covert forms. We call on our profession to own our historical and current complicity in and benefit from racism and oppression, to engage in self-reflection, to reject this collusion, and commit to actions that will dismantle racism in our programs, practice, scholarship, teaching, and advocacy.

To do this, we, the members of NADD, must be antiracist social work deans, directors, chairs, and department heads. We must acknowledge and dismantle the structures and means by which our profession has supported and benefited from racism. We must commit to being antiracist and realign our leadership, teaching and scholarship to be antiracist. NADD pledges to be an antiracist organization, promote our members to become antiracist leaders and pursue antiracism in our schools and programs. NADD will:

1. Engage in self-reflection and assessment as individuals and as an organization, to identify and address explicit and implicit racism and white supremacy in our structures and interactions;
2. Develop new antiracist leaders and leadership competency and commitment in social work higher education by building antiracist capacity in all new leaders and support and promote the development of new leaders of color in the profession;
3. Provide antiracist professional development support and resources with a focus on policy and systemic change within our organizations, create antiracist and anti-oppressive curricula and pedagogy, and recruit and retain students and faculty of color;
4. Partner with national social work organizations in advocacy and policy action to dismantle racism and structural oppression in practice, licensure and professional policies, and throughout society;

We are committed to these actions as the core of our work to create an equal, just, and better society.

On Behalf of NADD Board of Directors

A handwritten signature in black ink, appearing to read "Martell Teasley". The signature is fluid and cursive, with a long horizontal line extending to the right.

Martell Teasley, NADD Board President,
University of Utah