

# Eastern Kentucky University – Department of Social Work

## Inclusivity, Diversity, Equity Action Plan (IDEA)

### Statement of Purpose

The ECU Department of Social Work promotes inclusion, diversity, and equity in our teaching and interactions with the community. An essential part of this stance includes denouncing the racism and injustice that is woven into our country's history. We commit to continual growth and action through intersectional, anti-racism education and professional development, and we work to address systemic oppression and other forms of inequities with the goal of helping individuals and groups achieve their full potential.

We stand with and by our students, staff, faculty, and all human beings who feel marginalized based upon their identity and whose needs are not being met because of those differences. We recognize there are many individuals and groups who need support to have their voices heard and conditions changed in our society to address all their needs. We, in the ECU Department of Social Work believe in not only anti-racist social work but also anti-oppressive social work. We work to dismantle our oppressive structures and build a more just society. We are committed to supporting a safe learning community for all. A safe learning community facilitates authentic inclusion of students, faculty, and staff in critical facets of university and academic life, born out by institutional policies and practices, both formal and informal, that are responsive to and mirror diverse perspectives. Through sensitivity to diverse perspectives around

complex challenges arising from social, economic, political, environmental, and health concerns within our institution, we engage with others outside of our learning community and the larger world.

Our model invites social work students, faculty, and staff to engage in critical conversations around what policies and practices are needed to strengthen inclusive social work education. We hope that our efforts will effect a culture of change.

## Priority Areas

1. Policies and procedures (administration - implicit curricula - conditions for DEI)
  - 1a. Review department policies and processes and make recommendations for clarity, relevancy, and equitable application.
2. Academic equity and student success (classroom - explicit and implicit curricula)
  - 2a. Create an equitable and inclusive experience for all students by developing equity-minded, holistic strategies to combat and eradicate racist and oppressive behaviors and practices. The strategies reviewed and developed should include culturally responsive teaching, culturally competent resources, services, and practices, equitable access to academic support, mental health services, scholarships, affirming spaces, staff, and resources.
3. Education, training, and employee development
  - 3a. Provide anti-racist, anti-oppressive, equity-driven training and professional development opportunities to the students, faculty, and staff.

4. Admissions and access

4a. The purpose of this priority area is to better understand, document, and communicate the role that structural racism and oppression contribute to the barriers to admissions.

5. Partnerships and engagement

5a. Maintain Social Work Student as committee co-chair

5b. Identify and develop new, meaningful partnerships.

## Membership

## Faculty

**Nicole Lavy-Joy, MSW, LCSW**

Chair of the IDEA Committee, Assistant Professor, BSW Program

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Office: Keith 233

Email: [nicole.lavy@eku.edu](mailto:nicole.lavy@eku.edu)

Phone: 859-622-1471

**Pam Black, MSW**

BSW Director of Field Education, PCWCP Coordinator, and Associate Professor

Department: Social Work

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**Stefanie Binion, PhD (ABD), MSW, BSW**

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**Erin Stevenson, PhD**

Assistant Professor, BSW Program Director

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## Students

Abigail Alexander, BSW

Montana Cundiff, MSW

Kellie Dingus, MSW

Leann Khong, BSW

Rin Romich, BSW

# Initiatives

## Current

### **Priority Area 2**

#### Initiative 2a - My Old KY Home

The IDEA committee will work with other groups on campus to assess the feasibility of using a different song for graduation at ECU.

#### Initiative 2b - Gender Neutral Facilities

Gender-neutral bathrooms are in every building and assess/locate what is currently available on campus, including lactation stations and locks. To begin, ask the Keith building facilities team to place locks on the doors, switch the female bathroom to a gender-neutral bathroom, and use the male bathroom as a staff bathroom. The Chair, Stephanie Saulnier, has been asked to contact Facilities about these changes.

# Past

## **Priority Area 4**

### Initiative 4a - Outgoing Communication

Seek approval from the Chair to ask all Faculty to include a signature line in their email that conveys a commitment to DEIB.

### Initiative 4b - Website

The work of the IDEA committee and DEIB efforts to have a specific place on the Department of Social Work website. This would also include training announcements and other relevant points of interest related to the work.

## **Priority Area 5**

### Initiative 5a - Student Co-Chair

Recruit a Student Co-Chair who consults with SSWA, Phi Alpha, and SAB - supports data collection, events coordination, and communication around DEI opportunities.

# Future

## **Priority Area 1**

### Initiative 1a - Peer Mentorship

Peer mentorship to support the use of DEI instructional approaches for a more inclusive educational environment. Opportunities for faculty to engage in one-to-one mentoring relationships with mentoring partners across ECU and from different backgrounds. Reverse Mentoring - Connects students from diverse backgrounds as mentors with faculty, where they can discuss topics of cultural and strategic relevance.

### Initiative 1b - Special Topics Course (meets priority areas one and 2d)

1a, Develop a SWK 455 special topics course. The objective of the course would be to conduct an in-depth review of all BSW syllabi and select Department policies and procedures, assessing for and offering changes to ensure DEIB standards are met. This would be a small class of approximately 6-8 students.

1b. Social work faculty work with instructional designers to evaluate if the content of a new online course would be congruent with DEI.



## **Priority Area 2**

### Initiative 2c - Listening Sessions

Develop and conduct listening sessions with students to evaluate respectful and inclusive learning environments. This would help hold faculty accountable for sensitivity as well as be an opportunity to learn from each other.

## **Priority Area 3**

### Initiative 3a - DEI Training

The objective of this initiative is to encourage and help advertise the [EKU DEI sessions](#) that are available each semester, to promote DEI training outside of ECU that is available and accessible to staff and students, and to coordinate DEI sessions within the Department of Social Work. Faculty can join [Academic Impressions](#) for free by contacting [Nancy Davis](#). Academic Impressions provides extensive resources about leadership on [Diversity, Equity, and Inclusion initiatives](#).

## **Priority Area 5**

### Initiative 5b - Partner with DEI Groups and Committees

Seek representation on initiatives and partnerships with staff in the Division of Diversity, Equity and Inclusion and Center for Student Accessibility, as well as other CLASS and University level groups.

## Campus Resources

### Administrative Services

#### *Human Resources:*

Handles employee-related matters, including hiring, training, benefits, and workplace accommodations.

#### *Campus Job Accommodations:*

Make modifications or adjustments to a job or work environment for individuals with disabilities.

### Academic Support

#### *Center for Student Accessibility:*

Provides support services and accommodations for students with disabilities to ensure equal access to education.

#### *Animal Verification Form*

Documentation is required for students requesting accommodations for emotional support animals.

[ESA Guidelines:](#)

Guidelines outlining the process and requirements for obtaining approval for an emotional support animal on campus.

[Mental Health or Medical Conditions Guidelines:](#)

Policies and procedures for students seeking accommodations related to mental health or medical conditions.

[Specific Learning Disorders Guidelines:](#)

Guidelines outlining the accommodations and support available to students with specific learning disorders.

[Campus and Building Accessibility Barrier Report Form:](#)

A form for reporting accessibility barriers on campus to improve accessibility for everyone.

[Digital & Physical Books Request Form:](#)

Allows students to request digital or physical copies of books for academic purposes.

[Student Handbook:](#)

A comprehensive guide outlining university policies, procedures, and student resources.

[Academic Support Centers](#)

[Student Success Center:](#)

Tutoring assistance for over 150 subjects.

[STEM Center for Excellence:](#)

Tutoring assistance for many science courses.

[Noel Studio:](#)

Support for writing, speaking, research, and multimodal communication courses.

[Math and Statistics Tutoring Center:](#)

Tutoring assistance for Math (MAT) and Stats (STA) courses.

[Bobby Verdugo and Yoli Rios Bilingual Peer Mentor and Tutoring Center:](#)

Tutoring support for various subjects, including bilingual tutoring.

[Latinx and Hispanic Student Support & Discussion Group:](#)

Support and discussion group for Latinx and Hispanic students.

## Student Support Services

[AFFIRM Group:](#)

A free process group working towards acceptance through education and open discussion of LGBTQ+ life experiences.

[Black Student Union:](#)

Promotes representation, support, and inclusivity for Black students on campus.

[Counseling Center:](#)

Location: Whitlock Building Room #571

*Individual and Relationship Therapy:*

College life can be filled with challenges. It is typically a time of tremendous change and growth, with many new experiences. While valuable, all of this can be stressful. These changes and stresses can also lead to a variety of mental health-related symptoms and concerns. The Counseling Center staff is available to help students with any problems they may be experiencing, large or small, as they navigate this complex territory.

*Group Therapy and Drop-in Spaces Support Groups:*

EKUCC offers group therapy, supportive spaces, and mental health and wellness groups. All therapy groups and drop-in spaces meet WEEKLY at a specific time and location.

*Beyond Labels (LGBTQIA+ Support Group):*

Affirming space for students with LGBTQIA+ identities.

Contact: Dr. Camala Steele (Camala.Steele@eku.edu or 859-622-1303)

*Students with Health or Other Disabilities Support Group:*

Supportive space for students managing chronic health conditions.

Contact: Michalle Rice (michalle.rice@eku.edu or 859-622-1303)

*Coping with the Death of a Loved One: Grief Group:*

Support group for coping with the death of a loved one.

Contact: Michalle Rice (Michalle.Rice@eku.edu or 859-622-1303)

*Cleaning House: A Group for Students Impacted by the Substance Abuse of Others:*

Support group for those impacted by substance abuse in their families.

Contact: Kevin Stanley (Kevin.Stanley@eku.edu or 859-622-1303)

*Start from Now: Addressing Body Image and Disordered Eating:*

Support group for body image and disordered eating.

Contact: Melissa Cozart (Melissa.Cozart@eku.edu or 859-622-1303)

*Integrate to Regulate: Coping Skills for Trauma Survivors:*

Group designed to promote healing for trauma survivors.

Contact: Andri Yennari (Andri.Yennari@eku.edu or 859-622-1303)

*Understanding Self and Others:*

Group supporting healthy relationships and connections.

Contact: Michalle Rice (Michalle.Rice@eku.edu or 859-622-1303)

*Leveling Up: Support through D&D Gaming:*

Group providing interpersonal support through D&D campaigns.

Contact: Paul Morgan (Paul.Morgan@eku.edu or 859-622-1303)

*Relaxation Room:*

Open Mon-Fri 8 – 4:30 pm, Whitlock Building Room 567

[CIEGE Center:](#)

Works to retain historically marginalized students by creating an inclusive environment celebrating national and international cultures.

[ASL and Interpreter Education:](#)

Offers education and resources related to American Sign Language and interpreter services.

[Interpreting Request:](#)

Allows students to request interpreter services for classes or events.

[EKU Psychology Clinic:](#)

Provides psychological services and support for students.

[Student Health Services:](#)

Location: Rowlett 103 or 859-622-1761

[Colonel's Cupboard:](#)

Location: Powell Building 215

Provides frozen, refrigerated, and non-perishable foods, toiletry items, and clothing to students needing assistance.

[Closet TRANSform:](#)

Allows students to browse for clothing that aligns with their gender expression.

Location: Commonwealth (connected to the Colonel's Cupboard)

[Accommodations for Pregnancy:](#)

Offers support and accommodations for pregnant and parenting students in compliance with Title IX.

[EKU Center for Student Parents:](#)

Located on the Richmond campus in the Turley House or on the Corbin campus in room 117.

[Lactation:](#)

Supports breastfeeding mothers with appropriate lactation accommodations.

[Student Assistance and Intervention Team:](#)

Connects students to psychotherapy and counseling services.

Career and Advising Services

[Office of Advising and Career Services:](#)

One-on-One Major and Career Exploration Appointment.

Campus Safety and Emergency Services

[EKU Police Department:](#)

Open 24 hours a day. Call ECU Police at 859-622-1111 or 911 for emergencies.

[EKU S.A.F.E. App:](#)

The public safety app provides information, communication with ECU Police, geolocation features, safety escort, and more.



[Requesting Emergency Housing:](#)

To request emergency housing through ECU, call the ECU Housing Office at 859-622-1515 or the Office of the Dean of Students at 859-622-3436.

Office of Institutional Equity

[Discrimination & Harassment Policy:](#)

Outlines the university's policies regarding discrimination and harassment.

[Institutional Equity Reporting Form:](#)

Report incidents related to discrimination and harassment.

[Pregnancy Adjustment Request](#)

Request assistance as a result of a pregnancy/parenting-related situation.

[Compliance & Ethics Hotline:](#)

Report an instance anonymously.

[Student Life & First-Year Experience:](#)

Enhances student life and supports the transition to college for first-year students.

## International Student Resources

### [International Student Association:](#)

Supports international students and promotes cross-cultural understanding on campus.

## Migrant Education

### [Southeastern Kentucky Migrant Education Program](#)

Provides educational support for migrant children and families in the region.

## Parking and Transportation

### [Accessible Parking:](#)

Provides parking accommodations for individuals with disabilities on campus.

# Be an ally!

Transgender



Nonbinary



Nonbinary & Trans



Intersex



Asexual



Bisexual



Pansexual

Lesbian

Gay Men



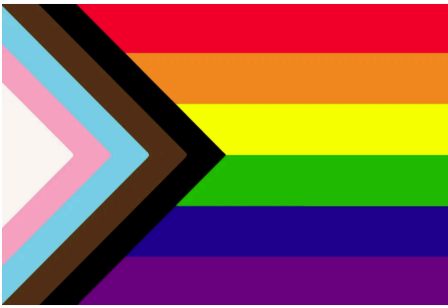
Genderfluid

Genderqueer

Agender



Most Recently Developed Flag



***EKU***  
Social Work

**GEN1 GRADUATE**