

Anti-Racism Working Group Final Report 2021-2022
Co-Directors: Mia Ocean, Gwenelle O’Neal, Brie Radis,
Suzen Wysor Nguema, Ron McColl, and Judy Bijoux-Leist

The Anti-Racism Working Group (ARWG) first would like to thank the Office again for your support during the 2021-2022 academic year. In year 1 we offered a 2-day intensive onboarding training across WCU locations and in year 2 we offered a 3-day virtual intensive onboarding training consisting of asynchronous and synchronous learning to introduce new members to anti-racism work. However, this year and in line with reduced available funding, we focused our efforts on stabilization of the existing membership and their efforts. We also sought new leadership and planned for institutionalization of the group in coordination with the Office of Diversity, Equity, and Inclusion.

Our continued action-focused work to encourage racial equity at WCU and beyond resulted in numerous outputs. Below is a sample of our work from the 2021-2022 academic year:

- The addition of two new Co-Directors
- Dr. Gwenelle O’Neal, Rania Solomon, and Ron McColl partnered to develop multicultural databases at WCU
- Drs. Judy Bijoux-Leist & Rose Jagielo-Manion hosted Implicit Bias Workshops in teachers’ training courses at WCU
- Dr. Johnna Capitano has been a leader in conducting course audits at the College of Business and Public Management at WCU
- Dr. Jade Burris implemented important anti-racism advocacy efforts within the Early Childhood Education M.Ed. Program at WCU
- Dr. Rick Howard created a Journal Club Topic focused on DEI Factors in Health and Fitness
- Dr. Patricia Swasey Washington presented Understanding and Combating Systemic Racism at a Speech-Language Pathology Conference
- Dr. Suzen Wysor Nguema hosted a series of White affinity groups in the Spring semester and has advertised additional series for the upcoming summer and fall semesters
- Dr. Brie Radis hosted a training series on anti-oppressive supervision and anti-oppressive social work pedagogy
- Ms. Shantayah Hayes created an ARWG podcast project
- Ms. Donette Gordon, our part-time graduate student worker, wrote an advocacy manuscript on undocumented students that will be featured in The New Social Worker
- As a collective we had a publication entitled, “Seizing a disruptive opportunity: Remote work-study as anti-oppressive practice during COVID-19 and beyond.” accepted for publication in About Campus
- We created [a website for the Anti-Racism Working Group](#) hosted on the ODEI webpage

Thank you again for the opportunity to partner in this important work.