



Creating an ADEI Instrument for CSWE, EPAS 2022 Standards

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Presentation Outline

- Introductions
- Introduction to SWEAP
- ADEI in Social Work Education
- Assessment of ADEI
- SWEAP ADEI Instrument
- Questions/Conclusions



Introductions



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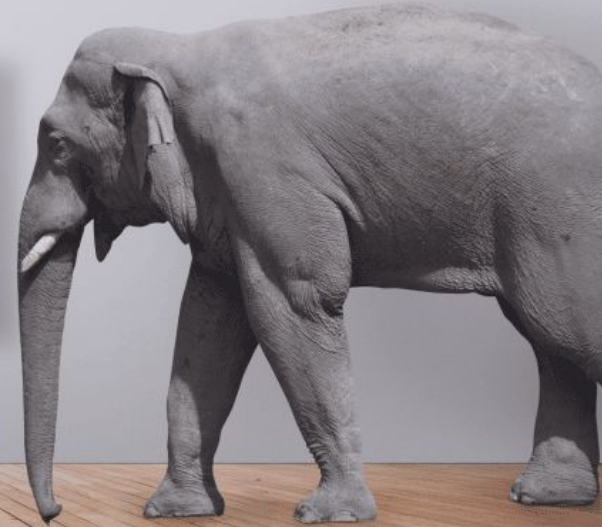
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**ADDRESSING
THE
ELEPHANT
IN THE ROOM**



BEAP/SWEAP History

- Baccalaureate Education Assessment Project (BEAP)
 - Faculty sought to create common instrument for BSW assessment
 - Original tool focused on alumni feedback of program experience
 - Provided comparison to other programs
 - Extended group membership brought in other tools
 - BEAP was a project of BPD for 15 years



BEAP/SWEAP History

- Changed to SWEAP in 2013
- Standardized & customized instruments for BSW & MSW Programs
 - Standard instruments for: Generalist Practice & Implicit Curriculum Assessment
 - Custom instruments address MSW Specialized Practice Areas
- Currently, SEVEN standardized instruments to assess explicit and implicit curriculum
 - Curriculum Instrument, Field Instrument, Entrance Survey, Exit Survey, Alumni/Graduate Survey, Employer Survey, ADEI INSTRUMENT
 - More than 400 programs have used SWEAP instruments over the past two years

Who HERE has used/does use BEAP/SWEAP?



ADEI in Social Work

- Evolution of terminology over time
 - Cultural Competency →
 - Diversity & Difference →
 - Anti-Racism, Diversity, Equity, and Inclusion (ADEI)
- Acknowledging the threats to SWK from ADEI resistance
 - Critical Race Theory backlash
 - Restrictive policies
 - CSWE Response



ADEI in Social Work

- Ethical Values of Social Work
- NASW Code
 - Value: Dignity and Worth of the Person
 - Ethical Principle: Respect the inherent dignity and worth of the person.
 - Value: Social Justice
 - Ethical Principle: Challenge social injustice.
 - Standard: 1.05 Cultural Competence
 - Standard: 6.04 Social and Political Action
- NASW Commitment to Anti-Racism, 2022



ADEI in Social Work Education

- EPAS 2015
 - Explicit Curriculum: Diversity & Difference (Competency 2)
 - Implicit Curriculum
 - “Learning environment in which the explicit curriculum is presented.”
 - Commitment to diversity; admissions policies and procedures; advisement, retention, and termination policies; student participation in governance; faculty; administrative structure; and resources
 - Implicit Curriculum Requirements:
 - “Specific and continuous efforts it makes to provide a learning environment that models affirmation and respect for diversity and difference”
 - “Provide a supportive and inclusive learning environment.”
 - Continually improve
 - Assess
 - **ANY part of the implicit curriculum**

**WHAT DID/DOES YOUR PROGRAM USE TO
ASSESS IMPLICIT CURRICULUM UNDER EPAS 2015?**



ADEI in Social Work Education

- EPAS 2022

- Explicit Curriculum: ADEI (Competency 3)

- Implicit Curriculum

- “[S]pecific and continuous efforts within the explicit curriculum related to anti-racism, diversity, equity, and inclusion”
- “[S]pecific and continuous efforts within the implicit curriculum related to anti-racism, diversity, equity, and inclusion
- “All elements of the implicit curriculum are expected to demonstrate the program’s commitment to anti-racism, diversity, equity, and inclusion (ADEI).”
- **Implicit Curriculum Assessment**
 - Systematic plan to assess ADEI efforts



ADEI in Social Work Education

- Realities of ADEI Assessment
 - CSWE does not have existing standards for ADEI assessment
 - Examples:
 - Exit surveys
 - Interviews
 - Focus groups
 - Alumni surveys
 - Culture/climate surveys
 - Strategic planning process data collection
 - Post-event surveys

WHAT DOES YOUR PROGRAM (PLAN TO) USE TO ASSESS ADEI EFFORTS UNDER EPAS 2022?



SWEAP ADEI Instrument

- Impetus for development
 - Jeannine's interest and Tobi's experience
- Process of development
 - Literature Review
 - Brain dump
 - Expert Panel Consultation
 - Ready for Pilot



SWEAP ADEI Instrument

- Impetus for development
 - Jeannine's interest and Tobi's experience
- Evaluation of Current SWEAP Exit Survey
 - Current instrument is sufficient to meet CSWE expectations, but programs might want more



SWEAP ADEI Instrument

- Process of Instrument Development
 - Literature Review
 - Construct identification and definition
 - Anti-Racism, Diversity, Equity, Inclusion
 - Categories: Age, caste, class,color, Culture, disability and ability, ethnicity,gender,gender identity and expression, generational status, immigration status, legal status, marital status, political ideology,race, nationality, religion/spirituality, sex, sexual orientation, and tribal sovereign status



SWEAP ADEI Instrument

- Process of development
 - Brain dump of item options
 - Expert Panel Consultation
 - 10 PhD level social work educators
 - Collectively, over 100 years of practice and teaching experience
 - Most identify as female
 - Majority White. Panel members also identify as Black/African-American, Latino/a, Asian
 - Addition of narrative response option
 - Ready for Pilot



SWEAP ADEI Instrument

- Pilot

- 40 online MSW students
- Taken twice, two weeks apart
- Demographics:
 - Mean age: 43 years old
 - Overwhelmingly identify as female (77.5%).
 - 25% identify as having a condition or impairment
 - Majority identify as White (60%); 27.5% Latino/Hispanic; 7.5% Black/African-American; 5% Native American/Indigenous American; 2.5% Middle-Eastern; and 2.5% identified as “Other” not provided on the list.
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SWEAP ADEI Instrument

- **Validity**
 - Construct Validity: Expert Panel
 - Content Validity: Expert Panel
 - Face Validity: Expert Panel



SWEAP ADEI Instrument

- Reliability

- Test-Retest
 - Do answers change
- Chronbach's Alpha
 - Do items within a construct relate to each other

	# of Items	Test-Retest (n=20)	Chronbach's Alpha (n=40)
Anti Racism	4	.67	.95
Diversity	6	.81	.95
Equity	46	.79	.99
Inclusion	4	.80	.92
Total Scale	60	.77	1.0



SWEAP ADEI Instrument

- Being Used by DOZENS of BSW & MSW programs
- [Sample Report](#)
- Open to feedback
- Interested in how programs use the data





The Association of Baccalaureate
Social Work Program Directors



QUESTIONS?

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