

# School of Social Work

## Anti-Oppression Statement

The NMSU School of Social Work is honored to be part of a land-grant, minority and Hispanic-Serving Institution that educates students from diverse cultures and lived experiences. Social work faculty and staff celebrate diversity and embrace the university's land acknowledgement statement. This statement honors Indigenous knowledges and worldviews based on intimate relationships to the natural world. It also offers tribute to all Southwest laborers and Indigenous Peoples who have served as stewards of the lands now occupied by New Mexico State University. We acknowledge and respect sovereign Indian Nations, Pueblos and Indigenous Peoples and pledge to have a meaningful and respectful relationship with them. Similarly, we recognize the value and contributions of all ethnic groups to the formation of the current New Mexican and American societies.

The School of Social Work is committed to resisting attitudes and practices that uphold racism and oppression, including but not limited to those based on ability, age, ancestry, citizenship, class, color, ethnicity, gender identity, genetic information, immigration status, national origin, race, religion, serious medical condition, sexuality, spousal affiliation, veteran status, or workplace status. The School of Social Work is greatly interested on advocating for population subgroups negatively affected by the intersection of two or more of the previously listed factors.

We understand that systemic racism and White supremacy, are still pervasive in the United States. The attitudes and behaviors associated with these often result in inequitable and unequal access to all the privileges and resources our society has to offer. These inequities in turn lead to health, economic and academic disparities. We have a moral and ethical obligation to promote social justice and eliminate all forms of oppression and discrimination. For this reason, the School of Social Work has developed the following vision, mission and value statements.

### Our Vision

To be a leader in culturally-responsive and inclusive education, applied research, community engagement, and interdisciplinary and international collaboration.

### Our Mission

To foster optimal health and well-being, equal human rights and a just society rooted in ethical, culturally responsive, and evidence-informed social work practice in the United States southwest, nationally, and internationally.

### Our Values

- Student-centered education
- Collective empowerment
- Cultural responsiveness
- Social and economic justice
- Community engagement

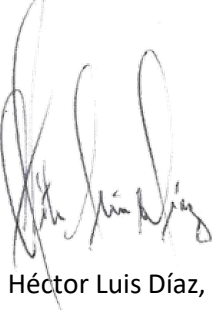
- Data-informed and ethical practice

#### Goals of the School's Leadership

- Establish and maintain regular, open, and accessible lines of communication for all constituent groups including students, staff, and instructors
- Establish formal procedures for students to contribute to decision-making affecting them.
- Make major faculty and administrators' decisions as transparent and consistent as possible. When this cannot happen, be able to justify why.
- Create a supportive environment where potential problems can be addressed internally, so that students and faculty have effective options before and after being referred to the Office of Institutional Equity or other offices.
- Promote Affirmative Action in the recruitment of faculty, staff and students.
- Make antiracist work the responsibility of all faculty and staff members
- Recognize and remedy the unique and challenging demands often made of faculty from underrepresented groups.
- Recognize and respect difference. Identify inequalities, and work to reduce them.
- Prioritize the safety of vulnerable groups within the school. Recognize their importance and listen to their voices.
- Honor the complex and varied experiences of diverse ethnic and/or underrepresented groups.
- Support diverse forms of scholarship and epistemologies.

The journey towards social justice and equality is long and complex. Furthermore, these goals can only be accomplished through our collective effort. I invite you today to support our school's efforts and become an agent for social change.

Sincerely,

A handwritten signature in black ink, appearing to read "Héctor Luis Díaz". The signature is fluid and cursive, with a large initial "H" and "L".

Héctor Luis Díaz, Ph.D., Director

NMSU School of Social Work

(The NMSU School of Social Work thanks the faculty and students of the English Department for contributing significant portions of this anti-oppression statement)