

# Social Worker



SUMMER | 2021

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NASW-MD, through advocacy, education and collaboration with diverse stakeholders and guided by its Code of Ethics will: promote social justice, promote the social work profession, support professional development of social workers and advance professional social work standards.

## Virtual Clinical & Macro Conference Focus is 'Where Do We Go From Here?'

By SARAH PENA

Social Work Student, UMSSW

NASW Maryland is excited to announce the Virtual Fall Clinical and Macro Social Work Conference on September 23, 24, and 25. Join us virtually for a variety of presentations from professionals in our field. The ongoing pandemic and social issues coming to the forefront of our attention have made this year a particularly tumultuous one. In the wake of these events, the conference will be a discussion of how to incorporate what we have learned from this year into our practice moving forward.

We will be offering many opportunities for our members to attain Category I Continuing Education Units by participating in our line-up of webinars. Members may register for a single day or for the entire duration of the conference, with potential for those who register for the full conference to receive a total of 25 Cat. I CEUs. Those who register for all three days will also be given access to recordings of most sessions through the end of November. The pre-

**KEYNOTE SPEAKERS**



**THURSDAY**  
Salome Raheim



**FRIDAY**  
Steve Burghardt



**SATURDAY**  
Dionne Brown Sushard

recorded workshops will count as Cat. II CEUs. In the absence of in-person events, the conference will also be a space for networking virtually with colleagues.

**Thursday, September 23, 2021**

Thursday's topics will focus on address-

ing the most prevalent issues in our profession, including challenges resulting from the pandemic and social inequality. The keynote address, **Where Do We Go from Here? Meeting the Challenges &**

**MOVING FORWARD** *Cont. on page 7*



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## Ethics Alive:

*Special Report on the 2021 Revisions to the NASW Code of Ethics*

**New Language on Self-Care and Cultural Competence/Cultural Humility Took Effect**  
June 1, 2021

BY ALLAN BARSKY, JD, MSW, PhD

The time has come. For the first time in the history of the National Association of Social Workers, the Code of Ethics will include specific provisions on self-care and cultural humility. On May 18, 2021, NASW introduced these new provisions in an informative and inspirational webinar led by Dawn Hobby (NASW's Vice President of Ethics, Diversity, and Inclusion), Terrika Hardy (focusing on self-care), and Stephanie Asare Nti (focusing on cultural compe-



tence and humility). The revisions took effect on June 1, 2021. The purpose of this article is to provide an overview of the revisions to the Code and their implications for practice.

For social workers and the people we serve, the recent additions to the Code are transformational. For social workers who may be concerned

about whether these revisions will create new legal liabilities or ethics complaints against social workers, the presenters suggested that most of the changes are aspirational. They are not intended to make life more difficult for social workers, but rather to provide guidance in a supportive manner. The principles of self-care, cultural competence, and cultural humility should be viewed as ongoing commitments to awareness, learning, integrity, and best practices.

... NASW offers a number of self-care podcasts, activities, and articles at this self-care resource page. Erlene Grise-Owens also provides a helpful article on self-care where she talks about the importance of organizational accountabil-

**CODE OF ETHICS** *Cont. on page 12*



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## EXECUTIVE DIRECTOR'S REPORT

By Daphne McClellan,  
Ph.D., MSW

This year's SW Month theme declared "Social Workers are Essential." That has always been true and never more than now. We live in a broken society and the needs are obvious everywhere we turn. As social workers, we have volunteered to step up to address society's problems. We may do this on a micro level, working one on one with hurting people; on a mezzo level working for change within organizations and communities, or on a macro level addressing systemic injustices. Many of us work on all three levels at once, some for a paycheck and others on a voluntary basis. Our profession is not perfect, neither are our schools and institutions and there are some individual social workers who have done more harm than good. However, I am incredibly proud to be a member of this imperfect profession with the high ideals and lofty goals.

Recently I announced that I will retire at the end of this year. Being the executive director of NASW-MD has been an incredible honor and a dream position. I hate to leave, but it is the right time for me and I can't wait to see what new energy and ideas the next E.D. will bring to the chapter. I have truly enjoyed being the cheerleader of our profession in the state of Maryland; shouting loud and long, "social workers are wonderful!" to anyone who would listen. It has been my pleasure to work hard to support each and every social worker through all that NASW has to offer. One of my particular interests in re-

# MUCH MORE THAN A JOB, BEING A SOCIAL WORKER IS WHO WE ARE..

cent years has been improving our social work licensing act to be more responsive to the needs of social workers while still upholding the protections for the public. Often this work has been done in conjunction with the BSWE and sometimes without their support, but I feel confident that our practice act is better through the efforts of our chapter!

Currently my focus is on an interstate compact for social workers. I serve on a national committee which is focused on this effort. We need to make it easier for licensed social workers to move from state to state and practice across state lines.

When I see on Facebook that a social work friend is retiring, I often say "Oh, now you will just be doing social work for free." I think that is often true; much more than a job, being a social worker is who we are. I will definitely be out and about, lobbying, teaching, mentoring, and rabble-raising; I hope to see you there!

# Let's Celebrate!

Tuesday, October 26, 2021

5:00-6:30 PM

Zoom

This event will include messages, memories, stories and photos. If you would like to contribute any of these or share a message during the zoom event, send an email to [nasw.maryland@gmail.com](mailto:nasw.maryland@gmail.com)

After 16 years of dedicated service and outstanding leadership as NASW Maryland Chapter's Executive Director, Daphne McClellan, PhD, MSW, LMSW will be retiring this year.

Join us to celebrate Dr. McClellan's outstanding career and send her off toward a happy retirement.



# McClellan Announces Retirement After 16 Years

BY JENNIFER YOSHIKAWA, BSW  
OFFICE ADMINISTRATOR, NASW-MD

After 16 years in her position, Daphne McClellan will retire as Executive Director of NASW Maryland Chapter at the end of this year. In the past two years of working at NASW-MD, I have overheard Daphne spending countless hours on the phone with Maryland social workers offering advice, explaining policy and licensing, and lending a friendly and compassionate ear. After two years, I continue to be impressed by her breadth of knowledge in the field and her commitment to helping every social worker who reaches out to her.

I spoke with Dr. McClellan to learn more about her time at NASW-MD and what brought her here today. “One of my favorite things about this job is how it has really brought my social work career full circle,” says Dr. McClellan. As a second year MSW student at the University of Oklahoma, she completed her field placement at the Oklahoma Chapter of NASW. There she was tasked with passing the first social work licensing bill in Oklahoma through the state legislature (a successful effort). In the midst of her internship, the Executive Director left her position and Daphne was called upon to take over as the Interim Executive Director. Anyone who knows her now in her position as E.D. knows that Dr. McClellan is a fierce champion of social policy and social work licensing, and it is clear that her career began with that same spirit.

In her early career, Dr. McClellan did clinical work in the areas of domestic violence and sexual assault, while simultaneously working as the lobbyist for the Oklahoma Coalition on Domestic Violence and Sexual Assault (OCDVSA) from 1980 until 1988. In her first year as lobbyist, she successfully obtained passage of



Daphne McClellan

Oklahoma’s first law criminalizing domestic abuse. Subsequently she was able to secure funds in the state budget for domestic violence shelters and rape crisis support, secured legislation for probable cause arrest in DV cases and identifying marital rape as a crime. After working simultaneously in the clinical and macro worlds, Dr. McClellan says, “Passing all this legislation confirmed for me that I was most interested in policy and advocacy work.”

In 1988, Daphne left Oklahoma for Massachusetts, where she began her PhD in social policy at Brandeis University. After completing her PhD, she began teaching social work and eventually came to Maryland where she taught at UMBC for seven years. During her time at UMBC Dr. McClellan was involved with NASW as the MD Chapter Vice President and also as a member of the group which planned and supported Student Advocacy Day. After leaving UMBC, Dr. McClellan took a position working for then-Delegate Shir-

ley Nathan-Pulliam. Dr. McClellan credits this experience working at the Maryland General Assembly with giving her the added experience needed to become the next executive director of the Maryland Chapter of NASW.

Over the past 16 years, Dr. McClellan has put her clinical, macro, and education experience to use at the Maryland Chapter. One of her most admirable accomplishments is her work on Maryland’s social work licensing laws, which are an enormous improvement over the laws that existed before her time in Maryland. One of the first changes made was the shift from LSWAs (Licensed Social Work Associates) to LBSWs. In 2017, she worked on an overhaul of social work licensing and fought for LBSWs and LMSWs to be eligible for independent practitioner status. She credits all of these changes to the social workers of Maryland, as she worked to make changes based on the feedback received directly from practitioners.

Dr. McClellan heard social workers say that NASW needed to do more for clinicians, so in the Fall of 2006 NASW-MD held its first annual Clinical Conference and soon after started the chapter’s Private Practice Committee which remains a powerful force today. Subsequently she began incorporating her passion for macro social work into the chapter’s activities. A Macro committee was created and the chapter held its first Macro Conference in 2013. After a few years she realized that the Clinical and Macro Conferences should be held in conjunction with one another. “One of the things I love right now about our Clinical and Macro Conferences happening at the same time is that people have the opportunity to go back and forth and take classes that emphasize one or the other or both—they get to see the overlap,” says Dr. McClellan. She continues, “What makes

our profession unique is the understanding that many of the problems people face are not at the personal level but because of the way our society is. And part of our ethical obligation is to try to make changes to society.”

Dr. McClellan’s daughter, Kelsey, is also a social worker. When I asked about her favorite memory from her career, Dr. McClellan described the immense joy of knowing that her daughter has followed in her footsteps. “As a professional, I feel that I have made contributions to the profession, and as an individual I feel proud to have contributed my daughter to the profession,” she says. At Kelsey’s MSW hooding ceremony, Dr. McClellan was allowed to hood her daughter.

Finally, I asked Dr. McClellan if she had any parting words for Maryland social workers, and her response, to me, shows her continued dedication to the betterment of the profession for every social worker. “So much of what we do here at NASW-MD or any state chapter is for the benefit of all social workers, whether they are members of NASW or not,” she says. “Truly we could do so much more for social workers if we had the benefit of more members. We could have a more visible presence in the behavioral health community, show up more for social justice issues, be working for better salaries for social workers, or expanding the profession,” she continues. “Then again,” she adds, “one of the reasons it’s so hard to leave this position is because it’s a job that’s never done.”

Dr. McClellan has been an invaluable asset to the social work profession in Maryland for 16 years and her departure from the Maryland Chapter will be felt by many. After her retirement this Fall, she hopes to continue to be an active part of NASW-MD.

## YOU ARE INVITED!

### Retirement Celebration Events Planned for our Esteemed Executive Director

After 16 years of dedicated service and outstanding leadership as NASW Maryland Chapter’s Executive Director, Daphne McClellan, PhD, MSW, LMSW will be retiring in 2021. In her tenure she has made immeasurable contributions to advancing social work practice through critical legislative initiatives and her advocacy; by informing and connecting Maryland social workers at numerous conferences and written communications; and through her leadership on critical workforce issues, advancing social justice, and improving services.

There are several opportunities planned to express our best wishes and gratitude to Daphne.

On Thursday, September 23, 2021 during lunch time at the Fall NASW-MD LIVE Virtual Conference partici-

pants will be invited to “drop in” a zoom room to share a “Daphne story” or a “Message of gratitude.” Link to the event will be posted closer to the date.

An electronic Memory Book will be compiled from submissions sent by members and other individuals who would like to share messages for Daphne, photos, quotes, or stories. To submit something for Daphne’s Memory Book send your submissions to Jennifer Yoshikawa at [yosh1@umbc.edu](mailto:yosh1@umbc.edu) no later than October 11, 2021.

LIVE Virtual RETIREMENT CELEBRATION ON Tuesday, October 26, 2021 from 5 pm – 6:30 pm. The celebration will include messages from stakeholders and colleagues and a slide show. We also plan to include time for networking and Daphne storytelling. If you

would like to share a message during the zoom event contact [nasw.maryland@gmail.com](mailto:nasw.maryland@gmail.com). To register for the Live Virtual Retirement celebration, go to: <https://celebratedaphne.eventbrite.com>

In-Person “Visit with Daphne” on Saturday October 30, 2021 from 11:00 am to 3:00 pm at the NASW-MD Chapter Office and Office Complex Outdoor Courtyard and Pavilion. The Office is located at 5750 Executive Drive, Suite 100, Baltimore, MD 21228-1700. COVID 19 Precautions will be practiced for everyone’s comfort. Light Refreshments will be served.

GIFTS: Daphne and her husband are planning a cruise and we are collecting funds to present to her for use as “spending money,” for an excursion trip, or other fun activities.

We will also be presenting her with an engraved gift to mark this occasion. If you wish to contribute to the gifts you may send a contribution by October 22 to either:

Gisele Ferretto (by mail) 9476 Seven Courts Drive, Nottingham, MD 21236

Judith Schagrin by Venmo at [Kdssmom@comcast.net](mailto:Kdssmom@comcast.net)

Individuals who contribute will have their names added to a card we will present to Daphne on October 26.

If you have other ideas on how to celebrate and thank this remarkable leader, colleague, advocate, and friend please share your ideas. Thank you.

Retirement Celebration Committee: Yvonne Davis, Gisele Ferretto, John Kenney, Judith Schagrin, Jenni Williams, and Jennifer Yoshikawa.



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## Member Spotlight

### John "Jay" Kenney

*The Maryland Chapter congratulates our member, John "Jay" Kenney who has been elected this year as an NASW Social Work Pioneer. Being selected as a Social Work Pioneer by your colleagues is one of the profession's highest honors.*

#### Specific Pioneering Contributions

From 1989 to 2019, Jay Kenney, PhD, MSW, MA, MBA, has shaped and left a legacy of outstanding and award winning innovative, accessible, and integrated programs and policies for older adults and individuals with disabilities in Montgomery County, Maryland. Montgomery County has 1.05 million residents. The diverse, older population, 169,161 that are 65 years and older is expected to grow by nearly 70% by 2040. He demonstrated his leadership, policy, strategic planning and facilitation abilities to understand and communicate the interdependence of people, programs and organizations and how collaborative partnerships positively influence the achievement of desired outcomes to guide staff and expand services and benefits to improve the lives of Montgomery County residents of differing racial, ethnic, social, religious backgrounds, relationship orientation, developmental/intellectual/physical abilities and/or age. As the the first Chief of Aging and Disability Services, within the Montgomery County Department of Health and Human Services, he formed and led teams in this seamless Department that otherwise would have been found in siloed Departments of Aging, Health, Social Services and Family Services – one of the first such agencies in the country.

Dr. Kenney served with an outstanding public service record for 25+ years, masterfully combining Disability Services and Aging Services and Adult Services (including Adult Protective Services [APS] and Public Guardianship) into an outstanding and trailblazer team of 170 staff, winning numerous national, state and local awards. He also held the distinction of being successively appointed to his position as Chief of Aging and Disability Services by four County Executives and confirmed by four County Councils.

#### Career Highlights

After graduate school, Jay was hired in 1981 as a medical social worker and in 1986 was promoted to the Associate Director, Social Work Department at the Washington Hospital Center. He was responsible for delivery of medical social work services for a 900-bed tertiary care/Regional Shock-Trauma Center to include: Emergency Department, Medical, Surgical, Orthopedic, Cardiology, NICU, CCU, Burn, Psychiatric and Shock-Trauma Units. He distinguished himself leading research, co-



Kenney

ordinated student internships from several schools of social work and completed his NCSSS doctoral dissertation research entitled "Locus of Control Orientation, Social Networks and Social Support: An Examination of the Psycho-Social Determinants of Nursing Home Placement Among the Hospitalized Elderly."

Jay Kenney moved into progressively more responsible Montgomery County positions working as the Administrator, Adult Assessment Center, Departments of Health and Department of Social Services (Joint Appointment), Montgomery County, MD from 1989-1991; as the Chief, Adult Services Division, Department of Social Services, Montgomery County, MD from 1991-1995; and ending as Chief, Aging and Disability Services – Department of Health and Human Services, Montgomery County, MD from 1995-2018.

Jay has always identified himself as social worker and has been a member of national and Maryland NASW during his clinical and administrative career. Jay retired from public service with the County in September 2018 to join the Jewish Social Service Agency (JSSA) as its Chief Operations Officer (COO). He was very eager to join the senior executive team at JSSA and contribute to its inspiring vision and mission. He competed for and was hired for this highly competitive position. Jay was both excited and engaged in his COO position but sadly left JSSA in December 2019, which occurred after 15 months having been diagnosed with amyotrophic lateral sclerosis (ALS) in June 2019.

#### Biographical Data

Jay earned his BA in Psychology from Southern Illinois University in 1972, received his MSW from The Catholic University of America, National School of Social Services in 1981 and received his PhD in Social Work in 1985 from The Catholic University of America, National School of Social Services. He also earned a MBA from Southeastern University in 1989, and a MA in Theology from Catholic University in 1979.

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# Licensing during a Pandemic

BY DAPHNE MCCLELLAN, PhD, MSW

We have been in a state of flux during the past year and a half as we have dealt with the pandemic, learning how to engage in telehealth, the governor's emergency orders, no access or difficult access to test centers, clients who are not where they are supposed to be, sharing computers and space with family members, etc. In spite of all of the challenges, the MD General Assembly kept meeting and kept passing legislation. The Board of Social Work Examiners continued to meet and process applications, renewals and complaints. And most importantly, social workers continued to deliver services to clients in spite of all obstacles.

**WE ARE DEFINITELY NOT OUT OF THE WOODS YET AS WE WAIT FOR EVERYONE TO GET VACCINATED AND FOR THE INFECTIONS TO CEASE. HOWEVER, SOME THINGS ARE RETURNING TO NORMAL AND IT IS IMPORTANT FOR US TO SORT HOW WHAT HAS CHANGED, WHAT WAS TEMPORARY AND WHAT WAS NOT.**

Fortunately, some significant changes had already been made to our Licensing Act prior to the pandemic. Teletherapy had been approved by statute and regulations to implement it had been adopted in 2019. That same year, supervision regulations had been changed to define "Face-to-face" supervision as that which happens "in the physical presence of or electronic presence of the individuals involved in the supervi-

sory relationship during either individual or group supervision". Our continuing education regulations have always permitted licensees to count as Cat. I, those courses which were attended online as long as they were live and interactive. All of these measures were put to the test when overnight we were ordered to stay home due to the public health emergency. Many of those who had sworn they would never engage in teletherapy found they had no choice if they wanted to serve their clients. Those who had never attended a Zoom meeting learned about them quickly and many who had always engaged with their supervisors in the same room were delighted to find that they still had the connection and support they needed through their computers. The number of live, interactive online courses was very small prior to the health emergency; now they are plentiful and easily accessible. How fortunate we are to live in a time when these innovations are possible. Undoubtedly, there are many who now prefer this way of practicing and plan to continue even as others return to more in-person activities.

There are other changes that were put in place during the health emergency that were temporary. The date for renewing one's license was extended beyond the Oct. 31, 2020 deadline. However, that extension has now ended and anyone who was due to renew by that date and did not do so by June 30, 2021 is now practicing with a lapsed license. Regulations requiring HIPAA compliant platforms for telehealth were not tightly observed during the pandemic because we all understood that not all clinicians and many of our clients did not have optimal access to the technology which was required. In the same vein, audio only, or telephone teletherapy was permitted during the health emergency and paid for by insurance companies because many clients did not have access to computers at all. This method of delivering teletherapy was so popular, that it is still being permitted until 2023 due to legislation which passed during the 2021 General Assembly (HB 123/SB 3). A study is being conducted by the legislature into its efficacy. In the meantime, insurance companies have been asked to continue paying for this service and licensing boards

have been asked to permit this method of providing services. A final decision will be made during the 2023 legislative session. The licensing board made all of their meetings virtual, and made them available to the public. This access enabled many who had never observed a BSWE meeting the opportunity to do so. The board will go back to in-person meetings but hopefully the option which makes it possible for a wider swath of the public to observe and participate will continue to be available.

Many new graduates found themselves unable to take the licensing exam in the spring of 2020 because the testing centers which offer the ASWB exams were closed. Once the centers re-opened, social distancing requirements made the test appointments difficult to obtain. Eventually the situation eased up and many were finally able to take the exam, become licensed and accept social work jobs. NASW-MD noted the problem and introduced legislation during the 2021 General Assembly to provide a mechanism for the Board of Social Work Examiners to offer a temporary license should any extended emergency prevent the test from being available in the future. The BSWE fought against this legislation which would have permitted them to be ready for future emergencies. Nonetheless, it passed both houses of the legislature overwhelmingly. Unfortunately, the session came to an end before the Senate could accept amendments made by the House and the legislation did not reach the governor's desk. We will need to determine whether to reintroduce this legislation in the 2022 session.

## Recent changes to the Licensing Act

Effective January 1, 2021 all LBSWs and LMSWs must be supervised by a board approved supervisor. If one is working toward an LCSW or LCSW-C then the supervisor must be an LCSW or LCSW-C. However, LBSWs can be supervised by any level of board approved supervisors, LBSW, LMSW, LCSW or LCSW-C. LMSWs who are not pursuing advanced licensure or who are working toward their LMSW Independent Practice status may be supervised by LMSWs who already are Independent Practitioners and have been board ap-

proved as supervisors. To make sure that your supervisor is a board approved supervisor, be sure to visit the board's webpage and look them up. There is a supervisor verification portal for that purpose.

During the 2021 Maryland General Assembly Session there were several bills that passed impacting the scope, licensure, and practice of social work. Of significance was HB 689/SB 466; this bill permits LCSW-Cs to provide the second signature for the assent of minors and the certification of involuntary admission for adults. HB 811/SB 597, which lowers the number of supervision hours for an LCSW-C applicant from 144 to 100 and postpones the requirement for all licensees to undergo a criminal background check to the 2023/2024 license renewal; SB 41, which allows health care practitioners to provide mental health services to minors 12 and older without parental consent (the current age of consent for mental health services is 16), and SB 5 which requires all licensed health practitioners to complete an implicit bias training program upon an applicant's first license or renewal cycle after April 1, 2022. These bills will all take effect on October 1st.

## Renewing your license for 2022

The Board of Social Work Examiners has opened the portal for license renewals and if this is your year, you may go ahead and start the renewal process. You will need the usual 40 hours (30 for LBSWs) of CEUs and at least half of them must be Cat. I. Anything which you have attended in person or during a live interactive webinar since Nov. 1 2019 will count as long as it meets the other requirements of the board. Be sure to check the workshops you have attended against the list of "Learning Activities Not Accepted" on the BSWE website. This list changes and you don't want to be caught with disapproved CE topics when you go to renew. If you have not acquired all of those Cat. I CEUs (because somehow you thought the board would waive the requirement), you are in luck! The NASW-MD chapter has a whole host of virtual workshops and conferences which will take place between now and October 31st to meet your continuing education needs!



# Take Your Seat At The Table

BRITTANY DUKE, LCSW-C  
 NASW-MD CHAPTER  
 MEMBERSHIP COORDINATOR



***“Don’t just get involved. Fight for your seat at the table. Better yet, fight for a seat at the head of the table.” – Barack Obama***

I am a black female social worker which means I am the minority in many rooms I enter. I have to choose when to be silent, when to speak; when to allow someone to interrupt me, and when to ask them to wait their turn; when to dream about things being different, and when to take action. Basically, I have to decide when to take my seat at the table.

Over the past year and a half in the midst of the COVID 19 pandemic and the increased attention toward racism, the Maryland chapter sprang into action by creating and implementing virtual conferences, advocating for anti-racism continuing education, and engaging social workers by utilizing social media platforms and conducting surveys to get your input. Members were taking their seats at the table, but behind the rush and push to be greater, there was a burnout simmering among the staff, our members, and many social workers in Maryland and around the country. I was a part of this group. I was not just a black social worker, but a black social worker during a pandemic with race at the forefront of most conversations and news of another police officer killing a black person in the headlines of most newspapers and social media outlets. It was difficult to say the least, and self-care was survival not a luxury. Silence on topics of race and microaggression became impossible. I had a seat at the table and was participating in the conversations.

NASW acknowledged these challenges by changing the code of ethics (which

now includes language promoting self-care) and by releasing the document “Undoing Racism” which includes an apology for NASW’s past support of racist legislation or processes. The Maryland chapter is also undergoing a transition as the current NASW executive director retires in December, and a new chapter board started July 1st. The job announcement for the NASW Maryland Executive Director position reads “applicants from diverse communities are encouraged to apply.” In other words, there is a seat at the head of the table.

With all these changes, I started to think about the overall picture of what anti-racism, equity, inclusion, and diversity look like within the social work profession in Maryland. Social workers of all races are learning about microaggressions in conferences and workshops. A recent NASW

workshop focused on what white social workers can do to combat racism. Macro social workers are meeting, organizing, and planning diversity, equity, and inclusion programs within corporations and non-profit organizations. Safe spaces or brave spaces are being led by social workers. Social work organizations are not taking a standby and wait stance, but are actively pursuing change on issues related to student loans, anti-racism, and post-COVID 19. Membership is a seat at the table that helps navigate the association’s position on these topics.

If you are a social worker like me who has dreamed of implementing change, remember what Shonda Rhimes said, “ditch the dream and be a doer.”

Membership is a verb. Do membership. Be a member and do membership. Take your seat at the table.



## MEMBER BENEFITS

### Advance your career

- Social work advocates
- Social Work journal
- Practice updates
- Continuing education

### Protect your practice

- Legal resources
- Ethics Consultation
- HIPPA resources
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- Join the MyNASW Community
- Take on a leadership Role
- Attend a conference

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- Political Action



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It's true that the language and slang you use may give away your age, and that's certainly the case here. In my defense, I was in middle school when "happenin'" was a term, though it was called "junior high" in Maryland back then. Nonetheless, a happenin' (shortened from "happening") was an opportunity that you simply didn't want to miss.

That's how I feel about social work these days.

Social work was definitely a happenin' back in the mid-sixties, particularly in the areas of social justice, racial justice, and grassroots community organizing. Many professional schools of social work got their start then, and NASW itself, not even an adolescent organization yet at ten years old, was at the forefront of civil rights and Lyndon Johnson's War on Poverty. The Baby Boomers flocked to the profession in droves.

Folks, we are happenin' again.

From the recognition that police are not trained to respond to mental health emergencies, to the food and housing crises resulting from the pandemic shutdown; surging mental health needs; rising awareness and dawning implications of implicit racism among those who have benefitted from it; and the need to find placements for

immigrant children at our southern borders, the growing chorus has been, "We need social workers!"

In Maryland, school systems have been adding social workers to their staffs at an unprecedented pace. There are now well over 500 social workers employed by public schools throughout our state, and with the increased emphasis on providing wraparound services in school buildings through the Community Schools movement, there will be many more to come. Macro or clinical, the schools need you.

If I had one wish, I wish that I were earlier in my career. I was too young for social work's first surge in the sixties, and although I am incredibly energized, I'm too old in my career for this one. Rest assured that at NASW-Maryland, we are going to do everything we can to make sure social workers are trained, available, and ready to answer the call.

Want to know about another happenin'? Mark your calendar for the virtual **17th Annual Maryland State School Social Work Conference** on Friday, October 15, 2021. If you are currently working in a school—public or private—or just curious about this specialty, you don't want to miss it. With a full day of offerings and up to 7 Category I CEUs for the bargain price of \$75 (members) and \$95 (non-members), it's a deal. Look for more details elsewhere in this paper or at [nasw-md.org](http://nasw-md.org). Be there or be square!

## MOVING FORWARD

from page 1

**Opportunities of Our Time**, will be presented by Salome Raheim, Ph.D., ACSW. Dr. Raheim is a Diversity and Equity Consultant and Trainer, former Dean of the University of Connecticut School of Social Work, and a professor at the University of Albany SUNY School of Social Welfare. This address will explore how to navigate today's unique challenges and how we can prepare ourselves to respond to them moving forward. The webinars which follow will discuss many other topics including obstacles resulting from COVID and the unique challenges of the aging population during this time.

### Friday, September 24, 2021

Dr. Stephen F. Burghardt, author of *The End of Social Work: A Defense of the Social Worker in Times of Transformation*, will be the keynote speaker on Friday. This latest book has been described by one reviewer as "a truth bomb, putting into words the unspoken experiences of so many" and "a clarion call to reclaim the roots of our profession" by another. His work explores why social work has fallen so far behind in both income and status of its "sister professions" of nursing and education despite the valiant work of so many in our field. Dr. Burghardt will address these themes as we all grapple with the way forward for our profession after the series of health, racial, political, and economic crises of 2020. His previous book: *Macro Practice in Social Work for the 21st Century: Bridging the Macro-Micro Divide*, demonstrates that Dr. Burghardt is the perfect keynote for this Clinical/Macro conference! In addition to his keynote, Dr. Burghardt is making himself available at noon to engage with interested registrants during a brown bag lunch.

Friday's webinars will cover a wide range of topics. There will also be

specific offerings for Ethics CEU's: "What You Don't Know CAN Hurt You: Links Between Law, Ethics, Risk, Management, and Social Work Practice" by Gisele Ferretto, Clinical Instructor from UMSSW, and Supervision CEU's: "Leading During a Pandemic: The Supervisory Dilemmas of Managing During Uncertain Times" by Lee Westgate.

### Saturday, September 25, 2021

On the final day of the conference, Dionne Brown Bushrod will lead off with a Plenary presentation "The Portal of Possibilities" on private practice challenges and possibilities for post-COVID 19. We will hear from futurist, Dr. Juan Rios who will present: "How to be a Social Work Futures Thinker: Integrating Our Profession into Emerging Social Issues" and emeritus professor Dr. Michael Reish presenting "Public v. Private Provision in a Post-Pandemic Society". Additional workshops include those advising clinicians who would like to open a private practice on how to manage insurance and documentation and a presentation about strengthening African American families that approaches the topic with an Afrocentric perspective. Derrick Jackson, MSW, Director of Community Engagement at the Washtenaw County Sheriff's Office in Ann Arbor, MI will be discussing intersectionality between the social work profession and the criminal justice system. He will discuss how our profession fits into the country's current dialogue around law enforcement and their relationships with their communities.

*Clearly, this conference is not one to be missed! Due to the generosity of Dr. Burghardt, the first 50 registrants for the FULL conference will receive a copy of his book, so register today!*

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# NASW-MD Chapter's Virtual Clinical and Macro Social Work Conference

Thursday – Saturday, September 23 – 25, 2021

To Register: [www.nasw-md.org](http://www.nasw-md.org)

## Thursday, September 23, 2021 (9 Hours Category I CEUs)

8:30 a.m. – 8:45 a.m.

### Welcome and announcements



#### Barbie Johnson-Lewis, LCSW-C

Founder and Integrative Psychotherapist; Lotus Healing Services & Advocate of Racial Liberation  
President, NASW-MD Chapter Board of Directors  
and

Daphne McClellan, Ph.D., MSW  
NASW-MD Executive Director



8:45 a.m. - 9:45 a.m.

### Keynote Address Where do we go from here? Meeting the Challenges and Opportunities of Our Time

Speaker: Salome Raheim, Ph.D., ACSW  
Professor Emeritus School of Social Welfare;

University at Albany – SUNY

Dean Emeritus, University of Connecticut

**Synopsis:** The current era brings unprecedented challenges and opportunities for social workers to promote the well-being of individuals, families, and communities, while advancing social, economic, and environmental justice. The pandemic, police violence, increases in family and community violence, hate crimes, the growing wealth and health gap, and other disparities have caused profound injury, loss, grief, and trauma. Efforts to suppress voting rights and LGBTQ+ rights, as well as other legislative initiatives to protect the current distribution of power, if successful, would perpetuate longstanding inequities. This keynote presentation explores the opportunities within the current challenges and how social workers can prepare ourselves—body, mind, and spirit—to respond with power, hope,

and compassion.

**About the Keynote:** Dr. Salome Raheim is a social worker, social work educator, diversity and equity consultant/ trainer, leadership coach, and interfaith-interspiritual minister-in-training. She has more than 40 years of experience in social work and higher education, is Dean Emeritus at the University of Connecticut School of Social Work, and Professor Emeritus at the University at Albany—SUNY School of Social Welfare. Her areas of expertise include promoting equity in organizations and addressing implicit bias, as well as mindfulness and other integrative body-mind-spirit practices. During her 40+ year career, she has provided direct services as a psychiatric social worker, led two schools of social work (University of Connecticut and University of Iowa), and made presentations to thousands of practitioners. As an academic administrator, she led organization-wide, multi-year change initiatives to increase diversity, equity, and inclusion.

Dr. Raheim's passion for creating more just and healthy organizations has taken her across the United States and to four continents to provide training and consultation to schools, universities, nonprofit organizations, and businesses. Recent consulting and training clients include the Albany County, NY Department of Children, Youth and Families; Genesis Healing Institute; Liberty Healthcare Corporation; and National Association of Social Workers—New York State and Virginia chapters. Previous national leadership roles include founding co-chair of the Commission for Social and Economic Justice—Council on Social Work Education and Board of Directors member of the National Association of Deans and Directors of Schools of Social Work. Dr. Raheim received the NASW Pioneer Award in 2015. A native of Baltimore, Maryland, Dr. Raheim holds the PhD in Communication Studies from the University of Iowa, MSW from Catholic University of America, MA in Integrative Health and Healing from the Graduate Institute, and BSW from Bowie State University. She is a systemic constellations facilitator, reiki practitioner, and a certified chair yoga and mindfulness instructor. Dr. Raheim is a student at One Spirit Interfaith Seminary (Class of 2022).

10:00 a.m. – 12:00 p.m. – Morning Sessions  
(Choose one)

#### WORKSHOP A



### The Future of Long-term Care

**Presenters:** Nancy Kusmaul, Ph.D., MSW

Associate Professor, Department of Social Work, UMBC

Vivian J. Miller, Ph.D., MSSA, LSW

Assistant Professor of Social Work, Bowling Green State University

**Synopsis:** This workshop was created to increase social workers' understanding of the unique impact of COVID-19 on nursing home residents and their care partners, including family, spouses, and children to provide guidance for designing nursing home services in the future.

**Learning Objectives:** At the conclusion of this workshop participants will:

- Understand the nature of the population of residents in nursing homes, including demographic characteristics and needs.
- Be able to define person-centered care within the nursing home setting.
- Understand the disproportionate impact of COVID-19 on older adult nursing home residents, including the impact of limited contact between care partners and residents during COVID-19.
- Be able to identify ways to ameliorate consequences of COVID-19 on nursing home residents and their family, and consider those ways when re-designing nursing homes for the future.



#### WORKSHOP B

### Exploring Cultural Lenses

**Presenter:** Jessica Fraser, Psy.D.

Owner, Uproot Healing Center; Licensed Clinical Psychologist

**Synopsis:** We all have unique cultural lenses that are based on our experiences. Our cultural lenses impact our interactions with others,

although we might not always be aware of the impact of our lenses. Individuals also may not be aware of which lenses are impacting their interactions with others. However, we all have the power to explore our cultural lenses and the ability to become more aware of their daily influence on our behavior. During this session, you will begin to define, identify, and explore your cultural lenses and their impact on your behavior.

**Learning Objectives:** At the conclusion of this workshop participants will:

- Learn, define, and explore their own cultural lenses
- Learn 3 ways cultural lenses impact client care
- Learn 3 ways cultural lenses impact the workplace



**WORKSHOP C****Suicide and the Older Adult**

**Presenter:** Joanna Frankel, LCSW-C  
*Owner, Frankel Care Consulting*

**Synopsis:** Suicide among older adults is a growing concern. Those born between 1946 – 1964 are the largest aging population in this country and have created a “Silver

Tsunami” that threatens to produce a health care and economic crisis. Add to this phenomenon normal and abnormal vulnerabilities that threaten physical, emotional, and psychosocial wellbeing. The presenter will address cause, risk factors, and best practices for screening and preventing suicide in the older adult.

**Learning Objectives:** at the conclusion of this webinar participants will:

- Understand Aging and the role it plays
- Identify Increased Risk Factors
- Identify personality traits of those who may attempt suicide
- Learn best practices for suicide prevention in older adults

**WORKSHOP D****COVID: Loss, Resilience, Spirituality, & Transcendence**

**Presenter:** Ed Geraty, LCSW-C, LICSW, LCSW  
*Private practice; INSITE Integrative Services, LLC*

**Synopsis:** In this workshop the presenter explores the many complex and traumatic losses wrought by the COVID-19 pandemic. Applying

a resilience framework to pandemic-related losses, the material focuses on the importance of shared belief systems in (1) meaning-making processes; (2) a positive, hopeful outlook and active agency; and (3) transcendent values and spiritual views for inspiration, transformation, and growth.

**Learning Objectives:** Upon completion of this course, participants will be able to:

- Identify and explore the multiple losses as a result of the COVID pandemic
- Learn about the “COVID Cognitive Cloud”
- Understand the high-risk situations and socioeconomic disparities within the pandemic
- Understand traumatic grief, adaptation to Loss, and resilience
- Identify meaning making, hope and spirituality in the face of COVID
- Understand Transcendence and heightened spirituality as a result of the pandemic
- Explore the concept of time in relation to the pandemic

**12:00 p.m. – 1:00 p.m.**

**Brown Bag Lunch Topic: Drop in and visit with our Executive Director, Daphne McClellan, Ph.D, MSW before she retires!**

*This will be a Facebook Live event. Details to follow*

**1:00 p.m. – 4:15 p.m. - Afternoon Sessions (Please choose one)**

**WORKSHOP E****The Impact of COVID-19 on Substance Use: Challenges and Opportunities**

**Presenter:** Anthony Estreet, Ph.D., MBA,  
LCSW-C, LCADC

*Associate Professor  
Principal Investigator, Title IV- Program, Morgan State University*

*Director, Health & Addiction Research Training (HART) Lab*

**Synopsis:** The COVID-19 pandemic has brought major challenges to healthcare systems and public health policies globally, as it requires novel treatment and prevention strategies to adapt for the impact of the pandemic. Similarly, it has also impacted substance use and substance use disorder treatment as people continue to be impacted due to multiple factors—attributable to their clinical, psychological and psychosocial conditions. The ongoing problem of substance use is relevant to the social work profession given that social workers encounter a variety of individuals who meet criteria for substance use disorders and is the largest provider of behavioral health services in the United States. As such, it is imperative to gain a better understanding of the impact of COVID-19 on substance use in general but also explore the many challenges and opportunities for prevention and treatment. In this regard, specific strategies for prevention and treatment must be discussed. Social Work professionals dealing with SUD must be aware of the risks and challenges they will meet following COVID-19.

**Learning Objectives:** Following this presentation, attendees will be able to:

- Discuss the impact of COVID-19 on substance use trends across the life span
- Examine opportunities for engagement and assessment of substance use

- Explore ways that providers can support clients and their families as they continue to navigate these challenging times

**WORKSHOP F****The Ethics of Addressing Cultural Competence in Trauma-informed Care**

**Presenter:** Dwayne L. Buckingham, Ph.D.,  
LCSW-C, BCD  
*President & CEO, R.E.A.L. Horizons Consulting Solutions, LLC*

**Synopsis:** Ethical Code: Ethical Responsibility to Clients - 1.04 Competence and 1.05 Cultural Awareness and Social Diversity). The webinar examines the history of Cultural Competence and barriers of communication that impacts providers' ability to provide objective treatment. Mental health professionals come from various backgrounds and different walks of life which in return shapes their perceptions and definitions of cultural competence. Many providers have received training on cultural competence in Trauma-informed care, but there is very little training that encourages providers to be mindful of how their personal cultural and ethical perceptions may cause them to provide treatment through a tainted lens. This webinar will distinguish between ethics and competence and challenge current perceptions of cultural competence. Upon completion of this training participants will leave with a clear understanding of the importance of viewing cultural competence from an individual perspective so that ethical treatment can be provided.

**Learning Objectives:** At the conclusion of this workshop participants will:

- Highlight Ethics of cultural competence in Trauma-informed Care
- Define culture and cultural competence
- Identify various perceptions regarding cultural competence
- Describe and use cultural adaptability

**Please Note: This workshop qualifies for the Maryland BSWE 3-hour ethics requirement for license renewal.**

**WORKSHOP G1 (1.5 HOURS) 1 -2:30 PM****Crisis Response and Intervention**

**Presenter:** Sarah Haberbosch, LCSW-C  
*PRN Mobile Crisis Team Clinician,  
Affiliated Santé Group  
Social Worker, Department of Veterans Affairs,  
Baltimore*

**Synopsis:** This training outlines the current statistics on suicide, risk factors, warning signs, and protective factors. It provides an overview of suicide prevention techniques and safety planning as well as detailed discussion of the levels of care and community resources. This training will also touch on the continuum of suicide prevention and postvention.

**Learning Objectives:** At the conclusion of this workshop participants will:

- Be able to identify key risk factors and protective factors related to suicide
- Be able to identify the difference between suicidal ideation, suicide plans, suicidal intent and suicide behavior, including preparatory behaviors
- Be able to initiate safety planning and/or identify the appropriate level of care needed for the person in suicidal crisis

**WORKSHOP G2 (1.5 HOURS) 2:45 – 4:15 PM****Barriers to Care for the Underserved in the Veteran Population**

**Presenter:** Sarah Haberbosch, LCSW-C  
*PRN Mobile Crisis Team Clinician, Affiliated  
Santé Group  
Social Worker, Department of Veterans Affairs,  
Baltimore*

**Synopsis:** This training will provide a brief overview of some of the many minorities and stigmatized populations within the Veteran population. This training will cover potential barriers related to care, limitations in services, and overall biases toward these populations. This training will also allow clinicians to recognize and practice mindfulness of their own biases while expanding their understanding of these subcultures.

**Learning Objectives:** At the conclusion of this workshop participants will:

- Be able to identify the persons within the military/veteran population at higher risk to experiencing barriers to care
- Practice mindfulness of their own biases to help break down barriers to care
- Learn about services provided within the Veteran Affairs system to support these minority populations

**WORKSHOP H1 (1.5 HOURS) 1 -2:30 PM****Work/Life Management Strategies**

**Presenter:** Sharlene Allen-Milton, Ed.D.,  
LCSW-C  
*Assistant Professor, Morgan State University  
School of Social Work  
NASW-MD, Board Member  
Diversity, Equity and Inclusion Advisory Council  
Member, Baltimore County*

**Synopsis:** There has been an uptick in emotional and mental health challenges as a result of the COVID-19 pandemic. Many professionals are seeking talk therapy services to manage the stress of navigating multiple roles of parent, caretaker and professional while living through a pandemic.

**Learning Objectives:** At the conclusion of this workshop participants will:

- Develop everyday work-life management strategies to establish work-life harmony.
- Assist clients with understanding the importance of boundary setting
- Assist clients with establishing priorities
- Assist clients with understanding the 7 domains of self-care
- Assist clients with understanding the importance of understanding surrender

**WORKSHOP H2 (1.5 HOURS) 2:45 – 4:15 PM****Leading Remote Social Workers**

**Presenter:** Sharlene Allen-Milton, Ed.D.,  
LCSW-C  
*Assistant Professor, Morgan State University  
School of Social Work  
NASW-MD, Board Member  
Diversity, Equity and Inclusion Advisory Council  
Member, Baltimore County*

**Synopsis:** The COVID-19 pandemic has caused abrupt personal and organizational changes. As a result, human service organizations swiftly adopted remote work for continuation of service delivery and to avoid entropy. For many social work supervisors there has been a double learning curve, adjusting to the remote work terrain and adjusting to supervising staff remotely. Awareness is needed on how to effectively supervise remote employees.

**Learning Objectives:** At the conclusion of this workshop participants will

- Gain knowledge of advantages and drawbacks of remote work.
- Understand the essential elements of remote work.
- Understand the importance of social presence for remote work.
- Understand the role of transformational and transactional leadership in establishing cohesiveness with remote workers.

**5:15 – 8:30 p.m. – Evening Session****WORKSHOP I****The 4<sup>th</sup> Wave: The Mental Health Crisis Created by COVID-19**

**Presenter:** Lee Westgate, MBA, MSW, LCSW-C  
*Clinical Instructor, UMSSW*

**Synopsis:** Lisa Carlson, the immediate past president of the American Public Health Association once said, “We don’t have a vaccine

for our mental health like we do for our physical health.” In truth the fourth wave of COVID-19, will be a mental health crisis. After more than a year of existing in a time of profound uncertainty, loss, and fear we are slowly emerging from the high acuity moments of this chapter in human history. However, we are hardly unscathed by the impact of attempting to tread water through this medical crisis. This session aims to assess the ever-expanding mental health landscape constructed by this crisis, to expound upon workforce implications, and to more deeply open up the larger discussion to reflect upon the obvious and non-obvious ways that the COVID-19 pandemic has adversely impacted our collective mental health.

**Learning Objectives:** Upon completion of this workshop attendees will:

- Reflect upon the expansive nature of the emerging mental health crisis.
- Understand obvious and evolving workforce implications secondary to this crisis.
- Engage in discussion about insights and lessons learned pertaining to COVID-19 and Mental Health
- Identify areas of opportunity for collective engagement regarding the subject of mental health.



## NASW-MD Chapter's Virtual Macro Social Work Conference, continued from page 9

### Friday September 24, 2021 (9 Hours Category I CEUs)

8:45 a.m. – 9:45 a.m. – Friday Keynote



#### Social Work's Reckoning 2021: That Today's Social Workers Are Underpaid and Undervalued Isn't an Accident

**Keynote Speaker:** Stephen Burghardt, Ph.D.  
*Professor, Hunter College School of Social Work; Partner, Leadership Transformation Group; and Author*

**About the Keynote:** Steve Burghardt, Ph.D., is a professor of social work at the Silberman School of Social Work at Hunter College. An eight-time winner for his teaching as well as recipient of ACOSA's Lifetime Achievement Award, he has also been a consultant and executive coach to public and non-profit agencies where he learned up close the incredible work by front line social workers, even under the most trying conditions. The author or co-author of ten books and many articles, the most recent is *The End of Social Work: A Defense of the Social Worker in Times of Transformation*, which is the basis for his talk.

**Synopsis:** This talk will be a synopsis of key themes raised in *The End of Social Work: A Defense of the Social Worker in Times of Transformation*—and a call to action. It is no longer acceptable that social workers make 2/3's of what nurses make—50 years ago, their incomes were the same. It also is not acceptable that the answer to burnout from untenable working conditions be addressed only through self-care, once again placing the responsibility for systemic issues on the tired shoulders of the social worker. The implicit yet real racial and gender biases embedded in both these conditions and the white glove cultural norms of self-sacrifice as "noble" must come to an end. This can only happen as social workers at all levels of our profession confront these inequities and chart a new, more collective direction for the future.

#### Learning Objectives:

- Understanding the causes behind the drop in income for social workers when compared to nurses and teachers.
- Understanding why the professional norms of self-sacrifice are implicitly racist and sexist in 21st century America.
- See ways to chart a new direction for our field based on the dignity, value and self-determination of all social workers.

10:00 a.m. – 12:00 p.m.

Morning Sessions (2 hours)

#### WORKSHOP J



#### Flawless Case Management & the Art of Writing Case Notes

**Presenter:** Ashley McSwain, MSW, MSOD  
*President, Consultants for Change, Inc.*

**Synopsis:** One of the hallmarks of social work is case management. Case managers serve on the front lines, helping client families and individuals move toward positive change. But case

managers are forced to serve multiple overlapping goals. They can feel torn between the missions of their organizations, the needs of their clients, and their own self-interests. These internal personal conflicts can actually obstruct their clients' change. This course aims to help case managers develop a fuller understanding of the principles of case management, write appropriate case notes, understand how your role with clients fits into the mission of your organization, and develop practical skills and processes for using yourself to foster positive change in your clients.

**Learning Objectives:** Upon completion of this course, participants will be able to:

- Understand how to engage your client and build trust
- Understand the five phases of your work with clients; contracting, data collection, planning and feedback, implementation, termination and institutionalization
- Encourage collaboration between yourself and your clients,
- Understand how to write proper case notes to record your work with clients.

#### WORKSHOP K



#### Working with Male Clients

**Presenter:** Jon Gilgoff, LCSW-C  
*Ph.D. Student Researcher  
University of MD Baltimore School of Social Work*

**Synopsis:** To optimally serve male clients, social workers should bring an awareness of the issues facing boys and men, and as a subgroup, boys and men of color. Building on a strong understanding of challenges disproportionately impacting this population, we can then implement

strategies proven effective in empowering marginalized male clients to cope

with and succeed in spite of these barriers. Through this training, participants will gain a greater understanding of gender socialization, culturally responsive practices, and the impact of environmental stressors and systemic oppression. Approaches and techniques will be shared on how to draw out male emotions, ideas, voice, and motivation so we may achieve targeted outcomes and collectively build more just and equitable communities. Such programming is integral to effective and equitable practice

**Learning Objectives:** At the end of this workshop:

- Participants will examine 3-5 effects of gender socialization, environmental, and systemic oppression on the lives of male clients
- Participants will learn at least 6-8 ways of serving male clients utilizing proven gender and culturally responsive strategies
- Participants will create a plan including 3-5 ways of leveraging learning from the training to better serve male clients and contribute to equity building in our communities

#### WORKSHOP L



#### Where Do We Go from Here? Bringing Race and Equity into the Family Session

**Presenter:** LaShonda Godwin, MSW, LCSW-C  
*Faculty Clinical Instructor; UMBSSW  
Family Connections; Social Work Community  
Outreach Service (SWCOS)*

**Synopsis:** Over the last year the world's awareness of racial injustice and violence against black and brown bodies has increased. Amid a global health crisis, we continued to witness individuals, families, and communities of color navigate the trauma of racism and oppression. How can we move beyond bearing witness to supporting individuals, families, and communities of color in addressing oppression and racism? The presenter will address trauma-responsive approaches and utilizing a racial justice lens to partner with individuals, families, and communities in processing their adverse experiences.

**Learning Objectives:** After attending this workshop, participants will:

- Learn the impact of and root causes of racial trauma on communities of color and the importance of identifying and addressing related issues.
- Learn the five components of the SHARP Framework, an anti-racism approach to addressing oppression during service provision.
- Using evidence-based clinical strategies, participants will understand the ways that evidence-based models can be expanded to allow for essential conversations around racial oppression and anti-racism.

#### WORKSHOP M

#### W2- W9: Strengthening Private Practice for the Black Clinical Social Worker



**Presenters:** Dionne Brown Bushrod, LCSW-C  
*Owner, Prosperity Redefined, LLC*

Stacey Robinson, LCSW-C

*Clinical Supervisor, Therapist*

Latisha Christensen, LCSW-C, CCTP, BC-TMH

*Financial Coach, Psychotherapist*

**Synopsis** It is widely known that vulnerable populations and marginalized communities are hit especially hard by economic distress during any type of disaster. There is a strong need for the social work community to build businesses to support clients but great clinicians worry they do not have the financial management skills to build and stay in business. This workshop will teach participants how to navigate through their emotional connection to money and begin to create steady businesses to serve clients.

**Learning Objectives:** By the end of this workshop, participants will:

- Gain knowledge about emotional barriers that interfere with financial management.
- Consider the use of empowerment techniques to combat "financial pain points."
- Begin to examine the industry's seemingly unnatural drive to manage finances and behavior.

12:00 p.m. – 1:00 p.m. – Lunch – Optional Q&A Session with Keynote Stephen Burghardt, Ph.D.

1:00 p.m. – 4:15 p.m. – Afternoon Sessions

#### WORKSHOP N



#### What You Don't Know CAN Hurt You: Links Between Law, Ethics, Risk Management and Social Work Practice (3 hour ethics)

**Presenter:** Gisele Ferretto, MSW, LCSW-C  
*Clinical Instructor, UMSSW*

**Synopsis:** To fully navigate and understand the 'person in the environment' it is necessary for social workers to be aware of the various laws and regulations that impact clinical and macro practice. This workshop will explore the context and various kinds of requirements social workers are obligated to follow. The workshop will include opportunities to enhance skills for locating and understanding laws and regulations relevant to social work practice. Risk Management Strategies will also be explored.

Ethics content covered includes: COMAR 10.42.03; Health Occupations § 19-311; NASW Code of Ethics (2017) 1.01, 1.02, 1.03, 1.06, 1.07, 1.08, 1.10, 4.06

**Learning Objectives:** At the end of this workshop, participants should be able to:

- Identify the social worker's roles and function as it relates to ethical and legal responsibilities.
- Describe the nature, context, and origin of policy that impact social work practice.
- Locate relevant statute and regulations relevant to social work practice.

**Please Note:** This workshop meets the 3-hour ethics requirement by the Maryland BSWE for license renewal.

#### WORKSHOP O



#### Sex, Race, Politics, & Religion: Fostering Successful Discussions on Uncomfortable Topics

**Presenter:** Rachael Wallace, LCSW-C  
*Clinical Director, Maryland Group Faculty  
Practice  
University of MD School of Medicine,*

*Dept. of Psychiatry*

**Synopsis:** There is no shortage of challenging conversational topics in social work and healthcare. Understanding and exploring elemental components of what makes conversations difficult or uncomfortable creates improved opportunity for more effective discussion and communication. Fostering ways to better understand both our own intellectual or emotional processing as well as those of engaged participants increases possibilities for more effective dialogue as we navigate potentially volatile discussions. This workshop is designed to explore those elements to consciously separate individual emotion from data points in potentially provocative topics and to become more comfortable in navigating any conversation.

**Learning Objectives:** At the end of this workshop, participants will be able:

- To identify and distinguish intellectual versus emotional responses to content or presented information.
- To recognize and distinguish unconscious and conscious processes occurring in both the professional or mediator as well as in patients, clients or other conversational participants.
- To develop a deliberately conscious awareness for the objective evaluation of powerful and provocative topics and understand what gives topics power
- To develop effective strategies to navigate or effectively guide an uncomfortable conversation, including depersonalizing responses and reframing content.

#### WORKSHOP P



#### Mindfulness for Anxiety and Depression

**Presenter:** Neda Gould, Ph.D.  
*Assistant Professor  
Director, Mindfulness Program at Johns Hopkins  
Associate Director, Bayview Anxiety  
Disorders Clinic  
Department of Psychiatry and Behavioral  
Sciences*

*Johns Hopkins School of Medicine*



**Synopsis:** Mindfulness is the ability to stay in the present moment without judgement, a skill that can be cultivated and can result in improvements in anxiety and depression. Please join Dr. Neda Gould in this workshop entitled: "Mindfulness for Anxiety and Depression" to learn the science behind mindfulness, the foundations of mindfulness practice, and how to bring mindfulness to patients with anxiety and depression. The session will include presentations, guided practices in a group setting, and techniques to use with patients.

**Learning Objectives:** At the end of this workshop, attendees will:

- Describe the research findings supporting mindfulness meditation for anxiety and depression.
- Practice several meditations and identify how to modify these practices for patients with anxiety and depression.
- Identify brief, practical ways to begin to incorporate mindfulness into daily patient life.

## WORKSHOP Q



### Assessment of Families in Family Therapy

**Presenter:** Arthur J. Rosenbaum, MS. Ed., LCSW-C

*Specializing in the Practice of Couple and Family Therapy Clinical Consultation  
Clinical Faculty, University of Maryland School of Social Work*

**Synopsis:** Beginning therapy with a family client can seem overwhelming even for the seasoned clinician. This treatment modality calls on us to understand the presenting problem within a family context. This course will present three vital elements of family assessment that will assist in understanding what we see and hear from our client system and inform our treatment decisions. The elements discussed in this course are: the structure elements of the family, the communication style of the family, and the developmental phases of the family.

**Learning Objectives:** Upon completion of this workshop, participants will:

- Learn how the elements of a family's "structure" impacts its functioning.
- Learn how the "communication style" of a family impacts its functioning.
- Learn how identifying a family's "developmental phase" assists the clinician in creating assessment inferences.

## 5:30 p.m. – 8:45 p.m. – Evening Session

### WEBINAR R



### Leading During a Pandemic: The Supervisory Dilemmas of Managing during Uncertain Times

**Presenter:** Lee Westgate, MBA, MSW, LCSW-C  
*Clinical Instructor, UMSSW*

**Synopsis:** Times of crisis are often definitive moments for countless leaders. It is not

uncommon for us to reflect on our hardest hours and to consider how these crucible moments affected us and taught us about what it is to lead. However, in time of profound ambiguity, in times of crisis, and in moments that lack any sort of precedent, we as leaders can feel lost. For many the COVID-19 pandemic was a chapter filled with such moments for leaders – moments where it is difficult to discern what constituted a sound decision and what sort of decision could bring with it a series of unintended consequences. This session will be focused on discussing the unique challenges that come with leading during the pandemic. This session aims to promote discussion, reflection, and connection around the unique dilemmas that populated the leadership landscape.

**Learning Objectives:** Upon completion of this training, participants will be able to:

- Understand the unique challenges faced by Social Work leaders during the pandemic
- Reflect upon the workforce implications of the COVID-19 pandemic
- Discuss emerging dilemmas that arise in tandem with vaccine distribution and workforce re-entry
- Identify strategies to promote individual resilience while serving in leadership.

## Saturday September 25, 2021 Conference Schedule: (6 Hours Category I CEUs)



### 8:30 a.m. – 9:30 a.m. – Plenary Session The Portal of Possibilities

**Presenter:** Dionne Brown Bushrod, LCSW-C  
*Owner, Prosperity Redefined, LLC*

**Synopsis:** Dionne Bushrod presents an inspirational address on private practice challenges and possibilities for post-COVID 19.

## 9:45 a.m. – 11:45 a.m. – Morning Sessions

### WEBINAR S



### The Social Workers' Guide to Cannabis

**Presenter:** Ashley Wynn-Grimes, MS, RN-BC, LSSBB

*Owner, CEO Cannabis Nursing Solutions*

**Synopsis:** By having at least a basic understanding of cannabis a Social Worker can remove any false preconceived notions and apply an evidence-based perspective related to cannabis in the treatment of their clients. This will allow for a more effective interpersonal communication and overall client satisfaction.

**Learning Objectives:** Attendees will:

- Have a working knowledge of the current state of legalization of medical and recreational cannabis used in the state/jurisdiction where they practice.
- Have a basic understanding of the endocannabinoid system, cannabinoid receptors, cannabinoids, and the interactions between them in order to confidently discuss cannabis with patients in a professional manner.
- Identify the safety considerations for client use of cannabis.
- Approach the client / family without judgment regarding their choice of treatment or preferences.
- Provide education to various populations regarding cannabis.
- Practice ethically based on the code of ethics and advocate for clients, populations, and consumers rights regarding being informed of all treatment options.

### WEBINAR T

### Private Practice Start-Up: Setting Up an Insurance-Based Practice



**Presenters:** Dionne Brown Bushrod, LCSW-C

*Owner, Prosperity Redefined, LLC  
Latisha Christensen, LCSW-C, CCTP, BC-TMH  
Financial Coach, Psychotherapist*

**Synopsis:** An enduring question pondered during the initial start-up of private practice is, "Should I accept insurance?" Instead of making a well-informed decision, private practitioners will not accept insurance because of confusion and fear. This workshop will attempt to demystify the insurance contracting and billing process.

**Learning Objectives:** At the end of this workshop, participants will be able to:

- Learn how to become panelled with commercial and government insurance carriers as well as employee assistance programs.
- Develop administrative systems to track claims and payments.
- Become proficient in reading and accepting insurance contracts.

### WEBINAR U



### Strengthening African American Families through Resiliency Spirituality, and Empowerment

**Presenter:** Maxwell Manning, MSW, Ph.D.  
*Clinical Supervisor Consultant, Licensed Clinician, Life and Executive Coach and CEO International Leadership, Coaching and*

*Mentoring, Inc.*

**Synopsis:** This workshop focuses on advanced approaches to working with African American families through an integrated culturally competent approach. The presenter will focus on integrating an Afrocentric perspective with Ego psychology and concepts like empowerment, resilience and spirituality. This integrated approach is centered in the traditional social work perspective of person-in-environment.

**Learning Objectives:** At the end of this webinar attendees will be able to:

- Enhance and further develop understanding of ego psychological and Afrocentric concepts.
- Enhance the ability to systematically apply knowledge from empowerment, resilience and spirituality.
- Enhance understanding of the assessment process of individuals in their psychosocial context including assessment of transactions with natural support systems and formal systems.
- Evaluate selected psychosocial treatment approaches in relation to their relevance for African American people

### WEBINAR V



### How to be a Social Work Futures Thinker: Integrating Our Profession into Emerging Social Issues

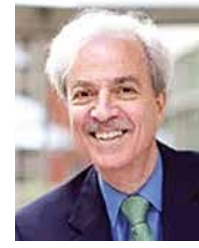
**Presenter:** Juan A. Rios, Jr., Ph.D., LCSW, CSOTS, ACHT  
*Professor, Seton Hall University; Social Work Futures Scholar, Portland State University*

**Synopsis:** This presentation will be an overview of social work futures thinking and the ethical OS framework. We will journey together on exploring how our current social trends are evolving and asking ourselves, "Are we as practitioners evolving our thinking?" This workshop will provide tools of futures thinkers and also empower practitioners on how we can be actively engaged in designing the future we would like to live, work and fight for.

**Learning Objectives:** After attending this workshop, participants will learn

- What futures thinking is, and how social workers are engaging in this field
- Strategies of integrating futures thinking into everyday social work practice
- To engage in critical thinking activities pertaining to the ethical OS framework.
- What emerging ways social workers are integrating futures thinking in their profession.

## 11:45 a.m. – 12:45 p.m. – Lunch/Optional CEU Event (1 Category I CEU)



### Public v. Private Provision in a Post-Pandemic Society

**Presenter:** Michael Reisch, Ph.D.,  
*Distinguished Professor of Social Justice Emeritus, University of Maryland*

**About the Presenter:** Michael Reisch is Distinguished Professor of Social Justice Emeritus at the University of Maryland.

**Synopsis:** The presenter will discuss how the relationships among private charity, political decentralization, and neoliberalism have shaped the contemporary conception of social welfare and social policy and influenced social work practice in the U.S. It will conclude with the implications of these developments for policy and practice in the post-pandemic future.

**Learning Objectives:** at the end of this event, participants will:

- Understand how the history of public v. private provision in the U.S. and the more recent effects of political decentralization and neoliberalism have shaped the underlying values of contemporary U.S. social welfare, social policy, and social work practice.
- Recognize how these developments exacerbated the consequences of the Covid-19 pandemic.
- Identify the implications of these historical and recent trends for the future of social policy and social work practice in the U.S.

## 12:45 p.m. – 4:00 p.m. Saturday Afternoon Sessions

### WEBINAR W



### Private Practice and Ethical Documentation

**Presenters:** Dionne Brown Bushrod, LCSW-C

*Owner, Prosperity Redefined, LLC  
Stacey Robinson, LCSW-C  
Clinical Supervisor, Therapist*

**Synopsis:** Using the Maryland Board of Social Work Examiners 10.42.03 and 10.42.08, this workshop will help private practitioners build an ethical clinical documentation library to include informed consent and financial policies. For private practitioners who are expanding their businesses, this workshop will include how to ethically work with licensed master social workers (LMSW) who are seeking advanced licensure (LCSW-C).

**Learning Objectives:** Upon Completion of this webinar, attendees will:

- Gain an understanding of clinical forms needed in private practice.
- Learn how to create ethical clinical documentation.
- Learn how to maintain sufficient LMSW supervisory notes and contracts for clinical supervision.



## REGISTRATION FORM



### 2021 VIRTUAL Annual Fall Clinical & Macro Social Work Conference Thursday- Saturday, September 23 – 25, 2021

All conference webinars are live, interactive, real-time events and qualify for Category I CEUs (25 Cat I CEUs available).

Register for all three days you will receive an access code after the conference ends allowing you to view the recorded sessions you did not attend for up to an additional 38 Category II CEUs through November 30, 2021.

NASW-MD is committed to ensuring that individuals with disabilities are able to fully participate. Please call the office at least 30 days in advance for service accommodations or email [jwilliams.naswmd@socialworkers.org](mailto:jwilliams.naswmd@socialworkers.org)

#### CONFERENCE FEES

Registration closes Sunday, September 19, 2021

\_\_\_\_\_ Entire 3-day Conference\* (25 Category I CEUs)  
\$300 for NASW Members; \$399 for Non-Members; \$250 for Retired Members; \$140 for Student Members; \$200 for Student Non-members

**\* Register for all three days you will receive an access code after the conference ends allowing you to view the recorded sessions you did not attend for up to an additional 38 Category II CEUs through November 30, 2021.**

\_\_\_\_\_ Any 2 Days (up to 18 Category I CEUs available):  
\$200 for NASW Members; \$299 for Non-Members; \$170 for Retired Members; \$70 for Student Members; \$150 for Student Non-members

I will attend the following 2 days of the conference:

\_\_\_\_\_ Thursday \_\_\_\_\_ Friday \_\_\_\_\_ Saturday

\_\_\_\_\_ Attend 1 Day (up to 9 Category I CEUs available):  
\$120 for NASW Members; \$175 for Non-Members; \$90 for Retired Members; Free for Student Members; \$70 for Student Non-members

I will attend the following 1 day of the conference (check 1):

\_\_\_\_\_ Thursday \_\_\_\_\_ Friday \_\_\_\_\_ Saturday

Total payment for conference: \_\_\_\_\_

**Conference fee includes:** All webinars and CEU certificates for the day(s) you registered. If you sign up for more than one day, you will receive all CEUs at the end of the conference.

**Payment Method:** Check: \$ \_\_\_\_\_ Checks payable to NASW-MD Chapter

Credit Card: (Visa, MC, AMEX) \_\_\_\_\_ Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_ CVV: \_\_\_\_\_ Zip Code \_\_\_\_\_

Signature: \_\_\_\_\_

Mail completed form to: NASW-MD, 5750 Executive Drive, Suite 100, Baltimore, MD 21228. Or Register online at [www.nasw-md.org](http://www.nasw-md.org).

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, state, zip: \_\_\_\_\_

Day Phone: \_\_\_\_\_

Email (do not use a work email address): \_\_\_\_\_

NASW membership #: \_\_\_\_\_

**CEU Reminder:** You are responsible for arriving on time for each workshop you attend. NASW-MD reserves the right to adjust your CEU certificate if you are a late arrival. Per the BSWE, continuing education credits are granted based on participation, not on payment.

#### IMPORTANT INFORMATION. Read Carefully:

1. Live webinars are interactive, held in real time and earn Cat I CEUs.
2. You can attend a live webinar via tablet or computer, but not by phone.
3. Google Chrome is the preferred browser.
4. Registration closes on Sunday, September 19th
5. You will receive an email from GTR (conference platform host) with your unique login code.
6. Login begins ½ hour before the webinar starts. Login early so you can receive technical support if necessary.

#### WORKSHOP SELECTIONS

Please indicate your choice for each time slot.

##### Thursday

\_\_\_\_\_ A.M. workshop  
\_\_\_\_\_ P.M. workshop/s \*if you choose G1, G2, H1, or H2, you must choose two pm workshops from those four.

##### Friday

\_\_\_\_\_ A.M. workshop  
\_\_\_\_\_ P.M. workshop

##### Saturday

\_\_\_\_\_ A.M. workshop  
\_\_\_\_\_ P.M. workshop  
\_\_\_\_\_ I will attend the optional CEU lunchtime event

### NASW-MD Chapter's Virtual Macro Social Work Conference, continued from page 11

Please note: This workshop qualifies for the 3-hour supervision requirement (for supervisors) needed for license renewal.

#### WEBINAR X

### The Intersection of Social Work and Law Enforcement



**Presenter:** Derrick Jackson, MSW  
Director of Community Engagement  
Washtenaw County Sherriff's Office, Ann Arbor, MI

**Synopsis:** In this session the presenter demonstrates the value of infusing social work principles within the criminal justice system and gives real life examples of how this work is impacting the daily interactions of police and the community they serve within Washtenaw

County. It also calls into question the social workers role in the larger national dialogue around police/community relations.

**Learning Objectives:** Participants will:

- Explore the role of social work in criminal justice reform.
- Learn how to integrate social work principles into daily criminal justice activities.
- Understand information about social workers within Washtenaw County that are leading police/community dialogues.

### CODE OF ETHICS

from page 1

ity AND practitioner self-care. Whether you are a front-line social worker, an administrator, a policy advocate, a supervisor, an educator, or a student, it is vital to be proactive in supporting the self-care of all social workers. We are in the mission of self-care together.

This excerpt is reproduced with permission from *The New Social Worker magazine*, Read the full article, including details and analysis of the 2021 COE changes, at <https://www.socialworker.com/feature-articles/ethics-articles/special-report-2021-revisions-nasw-code-of-ethics/>

### New Policy Statement on Confidentiality and Information Utilization

Every three years, NASW's key policymaking body, set the national standards on a range of current policy and professional social work issues. These policy statements provide guidance and answer many of the challenging questions social workers face in their work. These policy standards are published in: Social Work Speaks 12th Edition: National Association of Social Workers Policy Statements 2021–2023. In this edition the Confidentiality and Information Utilization NASW Policy Statement was updated to respond the ever-changing landscape of the ethical issue of confidentiality.



Ferretto

Some of the key elements of this policy revision include: working with minors, privileged communications, technology, and for the first time, macro practice areas. NASW-MD Chapter member, Gisele Ferretto, LCSW-C was a contributing author for the Confidentiality and Information Utilization NASW Policy Statement. Ms. Ferretto was selected for this task for her expertise on confidentiality policy and practice issues.

Ferretto once served on the Maryland Legislative Summer Study Committee that first established the language for the law that governs both health and behavioral health records for the state (Md. Health-General Code Ann. § 4-301 et seq.)



**The National Association of Social Workers Maryland Chapter's  
2022 SOCIAL WORK MONTH ANNUAL CONFERENCE**



**CALL FOR PRESENTATIONS**

THURSDAY and FRIDAY, MARCH 24-25, 2022 • LOCATION TBA  
*Depending on COVID-19 restrictions, this may be a virtual event*

**SUBMISSION DEADLINE: Monday, November 15, 2021**

The Maryland Chapter of the National Association of Social Workers is proud to announce the 2022 Social Work Month Annual Conference call for presentations. This year's theme has not yet been announced, but we always feature a variety of workshop topics that are timely and relevant for all social workers.

**AUDIENCE**

Submit your proposal now for the Annual Conference, which attracts 300-500 social workers from around the state each year. Our program routinely draws seasoned social work practitioners who are seeking intermediate and advanced training on topics important to their work. Our members are based in a host of practice settings including child welfare, aging, health/mental health, private practice, counseling, and more. This two-day program is USUALLY held at the Maritime Institute of Technology in Linthicum, MD.

**POSSIBLE WORKSHOP/WEBINAR TOPICS**

We seek to touch on a broad array of issues that affect the social work practice today, and our conference lends itself to the diversity of our clients. We seek to address issues around COVID-9, how technology and social media affect the profession and the public today, other social work issues such as domestic violence, gun violence, racism, addictions of all kinds, murder/suicide issues, trauma, and issues related to youth or geriatric social work. Regarding technology and social work practice, there are a host of issues of significance such as cyber bullying; how technology affects privacy and confidentiality matters; network addictions; and the noticeably diminishing social skills linked to technology. We hope to address both the practical and theoretical issues facing social workers today, and how these issues are changing the profession and

our society. NASW-MD would also like presentations that focus on practice tracks such as: ethics, supervision, health/mental health, macro/community, criminal justice/forensics, the LGBTQ community, education, children and family, and aging. Your proposals and suggestions will help in structuring a meaningful conference for all who attend. Workshops are generally 2 - 3 hours in length.

**HOW TO APPLY**

Applicants must be graduate level social workers, LCPCs, Counselors, or other professionals, but not necessarily a Maryland Chapter member. Instructors should submit the following:

- Completed presenter application found at [www.nasw-md.org](http://www.nasw-md.org) or call Jenni at 410-788-1066 x13.
- A description of the workshop (no more than 350 words). Include a synopsis and 3-5 learning objectives. Please include a breakdown/outline of the presentation. Please Note: If you have a variety of presentations, please include them on a separate Word document with your name and contact information at the top of the page and each workshop you present below. Be sure to include: title/synopsis/learning objectives and length of workshop (3 or 6 hours) for each one.
- A resume or cv and 3 professional references. Please make note of previous workshops you have presented, including workshop topic, date and sponsoring organization.
- A digital photograph (head shot) to be published in the newsletter. Head shot does not have to be professional, but cannot be a selfie.

**Email all required documents to [jwilliams.naswmd@socialworkers.org](mailto:jwilliams.naswmd@socialworkers.org) by Monday, November 15, 2021.**

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## 16th Annual School Social Work Conference (Virtual)



# We Are Essential In Maryland Schools: Supporting Students & Families in School Re-Entry

Friday, October 15, 2021 • 8:00 a.m. – 4:45 p.m. • Virtual Event (7 CEUs)

### Friday, October 15, 2021

8:00 a.m. – 8:15 a.m. Welcome

8:15 a.m. - 9:15 a.m. Keynote Presentation



#### Just One “I Believe in You” Can Save a Kid’s Life

**Keynote Speaker:** Dr. John Gaines  
*Push Inspiration, LLC*

**About the Keynote:** Dr. John Gaines is a highly accomplished motivational speaker and a highly sought-after youth and adult leadership development expert who brings

extensive knowledge of adversity, relationships, mentorship, and confidence to cultivate change.

**Keynote Synopsis:** John’s childhood was one of extreme adversity. Growing up surrounded by drugs and violence, facing personal struggles, and being bullied for his differences, he had every reason to give up, but he pushed through thanks to a caring adult. In this speech, he shares how educators and caring adults can make a life-changing impact in the life of a child.

**Learning Objectives:** Attendees will learn:

- Why educating the whole child matters
- How to integrate practical relational tools
- How to connect with empathy

9:15 - 9:30 - Break

9:30 am – 12:45 p.m.

#### MORNING SESSIONS

##### WORKSHOP A

#### Advancing Equity: From Safe Spaces to Community Action Schools (Panel Discussion) (3 hours)



**Presenters:** Mariama Boney, LMSW, CAE, CPEC  
*President and CEO, Achieve More LLC, Interim Executive Director, ACY*

Nonso Umunna  
*Research Director, Advocates for Children and Youth*

Melissa Rock, J.D.  
*Birth to Three Director, Advocates for Children and Youth*

Rachel White, J.D.  
*Child Welfare Director, Advocacy for Children and Youth*



**Synopsis** We are in a transformational time and must remain focused on ensuring that children and families of every race, ethnicity, and place of birth achieve their full potential. Maryland ranks 43rd for children living in poverty in which nearly 160,000 young people live in poor families. Black/African American youth arrest rates and infant mortality are 3 times higher than white children and youth.

This session will highlight the educational supports, social dynamics, and equity issues for children and youth as families manage school, work, and mental health. We will address the revelations of COVID-19, the maternal mortality crisis and review the dynamics of the data in Maryland. The leadership and advocacy needed to close the gaps for Black/African American, Hispanic/Latino, Native/Indigenous, Asian/Pacific Islander, and those socioeconomically disenfranchised will be addressed.

**Learning Objectives:** After this presentation participants will:

- Explore the impact of the pandemic on families and children in Maryland and other aspects of child well-being.
- Address the educational supports needed to advance children and youth.
- Have a deeper understanding of the racial disparities within Maryland’s child welfare system and strategies to close racial disparities.
- Gain awareness of the racial disparities in birth outcomes and the impact on the family system.

##### WORKSHOP B

#### The Necessity of Culturally Competent Social Workers in Engaging Parents of Color During the Special Education Journey (3 hours)



**Presenter:** Renee Garraway, Ed. D, LCSW-C  
*Assistant Clinical Professor, HDQM, Early Childhood/Special Education, University of Maryland*

**Synopsis:** Educators and service providers (i.e., social workers, psychologists, occupational therapists, etc.) often make judgments about the students they serve, their families, and their home life without considering the political, economic, and

educational factors that contribute to their marginalization. This has implications for how special education teams work with and support culturally and linguistically diverse (CLD) parents to ensure they are full partners in the special education process. School social workers need to be committed to thinking outside the box in an effort to effectively improve the engagement of CLD parents as they navigate the special education process before, during, and after identification. In this session, social workers will participate in reflective, hands-on activities that will enable them to better support parents and students of color as they navigate the special education process.

**Learning Objectives:** After attending this workshop, participants will:

- Identify the barriers, challenges, and successes faced by some culturally and linguistically diverse (CLD) parents of children with disabilities during the special education journey.

- Explore effective strategies that multidisciplinary teams can consider to improve communication, relationships, and engagement of CLD parents with children in special education programs.
- Develop a plan for supporting CLD parents and their children with disabilities before, during, and after identification for special education services.

##### WORKSHOP C1



#### Why are Some Students More Expendable than Others? White Supremacy in Schools and the Role of School Social Workers (1.5 hours)

**Presenter:** Michael Massey, Ph.D.  
*Professor, Catholic University*

**Synopsis:** This presentation will provide an overview of school research, including his own, using a critical race theoretical perspective to examine White Supremacy and Whiteness in schools and school systems. Specifically, topics that will be covered include the school to prison pipeline; the connection between racial disciplinary disproportionality, racial hierarchy in education, and so-called disciplinary and academic achievement gaps; and current school-based interventions such as PBIS and Restorative Practices. After the initial presentation of information, the focus will turn to tactics and strategies that school social workers can use to challenge racism and racial stratification in their schools and school systems. Attendees will work interactively to identify barriers in dismantling White Supremacy and identify ways to work through those barriers.

**Learning Objectives:** After attending this workshop, participants will:

- Understand the foundations of critical race theory in education
- Identify the root causes of racial disproportionality in school discipline
- Identify explicit and implicit institutionalized systems of racial stratification in schools and school systems
- Identify barriers for school social workers in dismantling White Supremacy in schools
- Identify strategies for school social workers to become school leaders in challenging White Supremacy and racial hierarchy

##### WORKSHOP D1



#### Children of Incarcerated Parents: The Silent Victims (1.5 hours)

**Presenter:** Corey Beauford, LCSW-C  
*Inspired Consulting, LLC*

**Synopsis:** More than 2.7 million children in America have a parent in prison. This leaves the children of incarcerated parents

to be raised by grandparents, aunts, uncles, older siblings and quite often, the state. This training will provide a detailed exploration of this phenomenon and share strategies that social workers, counselors,



and educators can use to address the emotional and learning needs of children and families affected by incarceration.

**Learning Objectives:** After attending this workshop participants will:

- Understand statistics on the rate of children with incarcerated parents
- Understand the impact that a parent's incarceration can have on the emotional development of children
- Implement strategies and interventions useful for addressing the emotional and educational needs of children who have an incarcerated parent.

**11:15 a.m. – 11:30 a.m. - Break**

**11:30 a.m. – 1:00 p.m.**

**WORKSHOP C2**

**Children Grieve Too (1.5 hours)**



**Presenters:** Chanei Clemons, M.Ed.  
Director of Youth Services, Roberta's House  
LaDetra Johnson, LMSW  
School Based Coordinator, Roberta's House

**Synopsis:** This workshop is designed to provide social workers with tools to help students understand the impact of grief and loss. The training will cover the 6 Tasks of Grief for Children, coping skills, and mechanisms that can be used in and outside the classroom, and tools to support parents and the school community.

Social workers will be encouraged to acknowledge their personal grief experiences which will allow for open discussion about loss. These conversations and experiences will allow for a better understanding on grief and loss and help social workers effectively service children and teens. This training will allow participants to voice questions and concerns in a safe space.

**Learning Objectives:** After this presentation participants will:

- Understand what youth grief looks like.
- Describe strategies to effectively meet the needs of grieving youth.
- Understand how issues of grief and loss can impact a student's academic performance.
- Discuss environmental, cultural and personality variables.
- Understand how other crises or stressors impact grief.

**WORKSHOP D2**



**Community Schools: An Opportunity for Transformation (1.5 hours)**

**Presenters:** Tanya Dunsey Filson, MSDE  
Community School Program, MD State Dept. of Education  
Jill Savage  
Community School Liaison Baltimore County PS

**Synopsis:** In this session participants will learn more about the implementation and expansion of the community school strategy in Maryland as well as how Community School Coordinators can utilize social work practices to enhance their roles. Participants will examine the community school strategy and learn about its current implementation across Maryland schools. They will also learn about how Community School Coordinators have implemented the strategy in community schools, and how social work practices enhanced their work and outcomes for students and families. Finally, participants will learn about the transformative nature of community schools.

**Learning Objectives:** At the end of this workshop participants will:

- Develop an understanding of the community school strategy in Maryland.
- Examine the Community School Coordinator and understand how social work practices can be critical to the role.
- Examine how community schools can have transformational impacts on schools, students, families, and communities.

**12:45 – 1:30 – Lunch**

**1:30 pm – 4:45 pm - Afternoon Workshops**

**WORKSHOP E**

**Managing Multiple Mandates: Ethical Decision-Making in a Host Setting (3 hours)**



**Presenters:** Holly Flannagan, LCSW-C  
Howard County PS  
Gail Martin, LCSW-C  
School Social Worker, Retired

**Synopsis:** School Social Workers practice in what the social work profession calls a "host setting;" that is, in a setting where the primary institutional goals are not those of social work. This can lead to uncertain/complicated territory when the expectations and ethics of the setting and our profession collide. We will explore the implications and management of this intersection for the school social worker. A paradigm for decision-making when presented with ethical dilemmas in an educational/host setting will be shared.

**Learning Objectives:**

- Review the concept of "host setting" and discuss its implications as well as how it is experienced in their daily practice in schools
- Identify and review the ethical principles that are most problematic in school social work practice
- Explore and apply an ethical decision-making model appropriate for host setting use.

**Ethical Emphasis (from the NASW Code):**

- Purpose of the Code
- Values:
- Integrity
- Competence
- Dignity and Worth of the Person

**Ethical Standards:**

- Ethical Responsibilities to Clients (1.07: Privacy and Confidentiality)
- Ethical Responsibilities to Colleagues (2.03: Interdisciplinary Collaboration)
- Ethical Responsibilities in Practice Settings (Commitments to Employers)

**Please Note: This workshop qualifies for the Maryland BSWE 3-hour ethics requirement for license renewal.**

**WORKSHOP F**

**ERPO for School-Based Professionals: The Who, What, Where, When, Why, & How**



**Presenters:** Meghann Holloway, PFC (3 hours)  
Tech Corporal and Wellness Coordinator, Howard County Police Department  
Amy Miller, LCSW-C  
Mental Health Therapist, Howard County Public Schools

**Synopsis:** Maryland's Extreme Risk Protective Order law (also known as "ERPO" and "red flag law") restricts access to firearms for people who are a risk to self or others. Most states allow law enforcement and family members to petition for these orders. Maryland is one of the few states to include clinicians among petitioners, presenting unique dilemmas to therapeutic engagement. This workshop will provide attendees with an understanding of the law. With an eye toward the school system, participants will then learn their role in ERPO and how ERPO is applied in the State of Maryland to juveniles. We will look at why understanding this law and incorporating it into school-based professionals toolbox is important and necessary especially when examining homicidal and suicidal ideation in teens.

**Learning Objectives:** Attendees will:

- Learn about ERPO Law;
- Understand how ERPO is applied to juveniles;

- Discuss and understand the role school-based professionals play in ERPO;
- Review Means Safety and how ERPO can be a tool in the means safety toolbox;
- Examine some real-life examples of how ERPO has been applied to Juvenile cases and discuss the process in order to gain a deeper understanding of ERPO and what is involved.

**WORKSHOP G1**



**Moving from 'What Happened to You?' to 'How Can We Be Better?' Using a Cultural Proficiency Lens to Address Racial Trauma and Healing (1.5 hours)**

**Presenter:** Razia Kosi, Ed.D., LCSW-C  
Coordinator for Culturally Responsive Practices & Anti-Racist Development, Howard Co. Public Schools

**Synopsis:** Addressing trauma with our students is often narrowed down to adverse childhood experiences (ACES) and may not look at larger societal factors affecting the trauma. The world experienced a collective trauma with the COVID-19 pandemic and in the U.S. the murder of George Floyd and discrimination against people appearing east Asian increased an awareness of racial injustice and trauma. This workshop examines how racial trauma affects our students and staff and discusses ways to create healing-centered spaces for collective healing.

**Learning Objectives:** Attendees will gain an understanding of:

- Racial, historical, and intergenerational trauma and the impact in schools
- The cultural proficiency lens and responses to trauma in schools.
- Collective healing to collective trauma.

**WORKSHOP H1**



**Standing Up for LGBTQ Youth (1.5 hours)**

**Presenter:** Kate Bishop, MSSA  
Education Coordinator, Center for LGBTQ Health Equity, Chase Brexton Health Care

**Synopsis:** Does it seem like many more kids are gay or pansexual, transgender, asexual, or nonbinary these days? As stigma against LGBTQ people decreases across the nation,

the number of youths who identify as part of the community has ballooned. School social workers are in a unique position to advocate for LGBTQ young people in school, among their peers, within families, foster care, legal, and healthcare systems, and to vigorously support the well-being of these vulnerable populations. This workshop will explore sexual orientation and gender identity development, the impact of family rejection and best practices for working with non-accepting families, strategies to help students build resilience and cope with bullying and discrimination, and common support and advocacy needs of LGBTQ youth.

**Learning Objectives:** Attendees will:

- Explore developmental, structural, family systems, and psychosocial challenges as well as physical and mental health disparities sexual and gender minority youth often encounter
- Update concepts and terms around gender identity, including gender development, inclusive language, appropriate pronoun use, gender-affirming health care treatment options, and advocacy needs
- Develop affirming attitudes and skills to support sexual minority and gender diverse students from an intersectional, cultural humility perspective

**3:00 pm – 3:15 pm – Break**

**3:15 pm – 4:45 pm**

**WORKSHOP G2**



**Working Alongside Immigrant Students & Caregivers (1.5 hours)**

**Presenter:** Kerri Evans, Ph.D., LCSW-C  
UMBC School of Social Work

**Synopsis:** In this presentation participants will be introduced to the wide variety of immigrant families in our schools including refugees, unaccompanied youth, undocumented immigrants, citizen children of undocumented parents, and high skilled immigrants. As part of this introduction, we will engage in an experiential activity





## Everyone Has a Story: Tell Us Yours!

Do you have 'war stories' from the field that you would like to share? What about an opinion? The Maryland Social Worker is a good place to start. More and more, members tell us how much they would like to know what fellow social workers are experiencing. We welcome and encourage members to submit articles for publication as well as letters to the editor.

**Submissions should be directed to:**  
**Director of Communications**  
**NASW-MD Chapter**  
**5750 Executive Drive**  
**Suite 100**  
**Baltimore, MD 21228**

# 16th Annual School Social Work Conference (Virtual)

Continued from page 15

that discusses the journey of unaccompanied children (and many undocumented immigrants) as they come to the US, with a note on how COVID and increases at the border disrupt the routine processing of new immigrants. We will then learn some strategies to increase participation of both students and caregivers, and ways to stimulate social and emotional well-being in schools. We will end with a conversation that considers initiatives for creating more welcoming schools.

**Learning Objectives:** at the end of this presentation, participants will:

- Be introduced to the wide variety of immigrant families in our schools including refugees, unaccompanied youth, undocumented immigrants, citizen children of immigrant parents, high skilled immigrants, etc.
- Engage in an experiential activity that discusses the journey of unaccompanied children (and many undocumented immigrants) as they come to the US, including explanation of emergency shelters, and struggles to adjust to school in the US
- Discuss the impact of the pandemic on immigrant students and parents
- Learn strategies to increase participation and well-being in schools
- Consider ways to implement best practices in creating welcoming schools- from the child and parent to larger school and district wide considerations

### WORKSHOP H2

## Incorporating Technology into Social Work Practice (1.5 hours)



**Presenter:** Laurel Iverson Hitchcock, Ph.D.  
*University of Alabama Birmingham School of Social Work*

**Synopsis:** The COVID19 pandemic led to an increase in the use of digital and social technologies for social workers across multiple practice settings. While technology allows social workers to stay connected with clients during a crisis, ethical practice with digital and social technologies is still new to the profession. In addition, many social workers lack training with technology (technological competency) and best practice guidelines or organizational/institution policy. This workshop will explore the digital tools and best practices with technology that social workers can use to engage with clients and families in school settings.

**Learning Objectives:** By the end of this session, participants will:

- Understand current trends and ethical standards that apply to the use of technology in social work practice in school settings.
- Reflect on their own use of technology for personal and professional reasons.
- Apply best practices to use of technology in social work practice with students and families.

## Cost:

**Members: \$75.00 • Non-Members: \$95.00**  
**Full-time Students: \$30.00**  
**To register go to [nasw-md.org](http://nasw-md.org)**

**Groups (over 10): \$75/per person\***

*\*Group registration must be mailed to:*

**NASW-MD Chapter**  
**5750 Executive Drive, Suite 100**  
**Baltimore, MD 21228**



## SOCIAL WORK ONLINE CE INSTITUTE

**With hundreds of easily accessible CE courses in a variety of formats, the CE Institute brings state and national required education to one place. All courses on the Online CE Institute are accredited by either the NASW National Office or one of the NASW Chapters and formatted so that you can learn at your convenience—through webinars, podcasts, presentations, and more.**

**Keep current on the latest research, theory, and techniques that guide social work practice. START LEARNING NOW.**

*[naswinstitute.inreachce.com](http://naswinstitute.inreachce.com)*



# NASW-MD Sponsored Continuing Education

## SUMMER/FALL 2021



Additional courses may be scheduled. For updated workshop information, please visit [www.nasw-md.org](http://www.nasw-md.org). *You save \$20 per 3-hour workshop as a NASW member!*

**REGISTER ONLINE!**  
**SAVE TIME & POSTAGE EXPENSES**  
 NASW-MD offers secure, online registration for continuing education courses. Go to [www.nasw-md.org](http://www.nasw-md.org) and click on Professional Development for more information.

Renewal of a social worker's license is contingent on completion and receipt by the Board of Social Work Examiners of an application attesting to completion, within the previous 2-year period, of 40 credit hours of continuing education in programs and categories approved by the Board. **At least 20 of those hours must be Category I, with at least three credit hours in ethics and professional conduct. If you are a BSWE certified supervisor, you must also earn 3 credit hours of supervision. NASW-MD welcomes your suggestions for future workshops and locations.**

### ABBREVIATIONS

CE	Continuing Education
Cat.	Category
Cost	NASW Member cost/Non-member cost.

Prices include certificate for continuing education credits.

### CONTINUING EDUCATION POLICIES

NASW-MD will not accept fax registrations. You may register online, by mail, or by phone. Registrations are made on a first-come-first-served basis.

■ Registrations received less than 2 business days/48 hours prior to the program date will be admitted as space allows for an additional \$10 late charge. (One-week prior registration is required for programs providing lunch, with the late fee in effect of \$20 for registrations less than one week in advance.)

■ **PLEASE NOTE REFUND POLICIES: NASW-MD will only refund registrations for cancellations made at least 2 business**

**days/48 hours in advance of the workshops, minus a \$10 administrative processing fee.**

■ NASW-MD is not responsible for refunds if registrants do not attend a program and do not immediately follow-up for refund information or to switch to another course; if registrants do not follow-up on an absence, no refund or switch will be allowed.

■ **Please know that you are ethically responsible for accurately reporting the number of continuing education hours you have earned. If you attend an NASW-MD workshop and arrive late or need to leave early you are responsible for notifying the workshop**

**coordinator. Your CE certificate will be adjusted to reflect the hours of attendance.**

■ **NASW-MD reserves the right to cancel workshops due to low registration numbers**

■ **Note on Accommodations:** If you require accommodations to permit your attendance or participation, please provide a written request along with completed registration form and conference payment at least 30 days prior to the registration deadline for the workshop or conference. Requests received after this deadline may not be received in time to process and be fulfilled in time for the activity.

## CURRENT LIVE WEBINARS

### Due to COVID-19 NASW-MD Chapter will host LIVE webinars for the remainder of 2021.

Below is our current schedule through December 2021. For the most updated schedule visit our website at [www.nasw-md.org](http://www.nasw-md.org)

### IMPORTANT INFORMATION. READ CAREFULLY:

1. **Live, interactive, real-time webinars earn Category I CEUs.**
2. You can attend a live webinar via computer or tablet and Google Chrome is the preferred browser.
3. Although attendees are not seen on a webinar, the Maryland BSWE expects all attendees to participate by typing questions and answers or using the 'raise hand' feature in order to speak.
4. Registration through 123Signup closes the afternoon before the webinar. At that time you will receive an email from 123Signup directing you to register for the webinar through GoToWebinar. Type in your name and email address so you will be on the sign in sheet for the next day.
5. You will receive a follow-up email from GoToWebinar with instructions on how to login for the webinar the following day.
6. Log in begins 1/2 hour before the webinar starts and is incorporated into the webinar time.

#### #2756 **LIVE WEBINAR - Ethical Considerations and Strategies for Addressing the Issue of Confidentiality**

**Date:** Tuesday, August 10, 2021; 9:00 a.m. – 4:45p.m. (login from 9:00 – 9:30 a.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Gisele Ferretto, MSW, LCSW-C  
 Clinical Instructor, UMSSW

**Synopsis:** This workshop focuses on strategies for identifying and addressing common yet complex ethical issues concerning confidentiality social workers face in their practice. To provide services it is often necessary to share and obtain information from community partners serving individuals and yet confidentiality practices are confusing and complicated. Content will include: An overview of the Maryland Statute and Regulations which govern confidentiality of health records, mental health records, substance abuse records, social service records, education records, the requirements for release of information, child maltreatment or imminent harm information, privileged communication, and clinician's personal notes. The presenter served on the national committee to revise the NASW Confidentiality and Information Utilization Issue Statement and will include an overview of these national standards. In addition, risk management strategies will be identified. Ethics content covered includes: COMAR 10.42.03.03; COMAR 10.42.03.06; Health Occupations - 19-311 (14, 18, 20,21); NASW Code of Ethics (2017) 1.02,1.03,1.07,1.08, 2.02, and 3.04.

**Learning Objectives:** Participants will be able to:

1. Distinguish the basic elements, concepts and terms concerning confidentiality and the restrictions and practice implications of the release of confidential information.
2. Explore the use of statute, regulations, and social work standards which govern the protection of the various kinds of information obtained during the social work practice.
3. Apply professional values and ethical concepts to workplace situations including the following issues: imminent harm, informed consent, duty to warn, and record keeping.
4. Explore strategies when responding to ethical issues and dilemmas concerning confidentiality practice.

**CE:** 6 Category I ETHICS CEUs

**Cost:** \$90 for members; \$130 for non-members

**Please Note: This workshop meets the 3 hour ethics requirement by the Maryland BSWE for license renewal.**

#### #2758 **LIVE WEBINAR – Leading by Example: Navigating the Internal Work of Being a Social Work Supervisor**

**Date:** Monday, August 23, 2021; 5:00 p.m. – 8:45 p.m. (Sign in from 5 – 5:30 p.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above.**

**Presenter:** Lee Westgate, MBA, MSW, LCSW-C  
 Clinical Instructor, UMSSW

**Synopsis:** Social Work is a decidedly complex field that is all at once populated by mission-driven professionals that derive insurmountable energy and passion from front line work. The path to this work is deeply personal and is often described as an inexplicable calling and compulsion to serve with compassion and humility. While there may be an intrinsic culture and tradition to proverbial trench work, the ambiguous elements of our discipline can obscure our invaluable skill-sets - particularly skill-sets that are transferable to leadership. Furthermore, the professional migration into leadership roles is profoundly difficult. This is in part due to the perceived divergence from direct client/ community contact to administrative roles that may feel at odds with client centricity. Navigating the path of leadership is marked by an endless array of internal work around key issues such as exercising power and authority; building new teams; professional gate keeping; and prioritization of client needs. These are often the unseen and yet pronounced tensions that create strife and struggles for Social Work leaders and their teams. This training will address the aforementioned unseen challenges, tactics for the internal work, and will offer recommendations for how we can collectively grow and nurture our Social Work leaders as they attempt to navigate the ever-changing landscape of service.

**Learning Objectives:** Upon completion of this training, participants will be able to:

1. Understand the context of social work leadership coupled with the complexities of today's work
2. Review the essential tasks of social work supervisors.
3. Conceptualize and effectively respond to the common pitfalls and crucible moments of emerging leaders.
4. Build supervisory and leadership skills to remain grounded in practice, to nurture teams, and to prioritize the care of those who depend on us.

**CE:** 3 Category I Supervision CEUs

**Cost:** \$45 for members; \$65 for non-members

**Please Note: This workshop meets the 3 hour supervision requirement (for supervisors) by the Maryland BSWE for license renewal.**

#### #2757 **LIVE WEBINAR – Understanding the Roles of Cognitive Distortions & Defense Mechanisms in Processing Trauma**

**Date:** Thursday, August 26, 2021; 8:30 a.m. – 1:15 p.m. (login from 8:30 - 9 am)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Veronica Cruz, LCSW-C  
 CEO, Cruz and Associates, LLC

**Synopsis:** Trauma is a universal concept that every human being endures at some point in their lives. Often time's individuals sustain multiple traumas, and some become so pervasive and acute that they develop into Big "T" traumas and eventually manifest in the form of Post-Traumatic Stress Disorder. This workshop will



focus on understanding the roles of cognitive distortions and defense mechanism in processing trauma. Participants will be able to engage in a clinical conversation about the human psyche and the various defense mechanisms used to process and understand complex trauma and how to utilize this to enhance treatment outcomes. Participants will also discuss post-traumatic stress disorder and how to help clients thrive despite their trauma narrative to post-traumatic growth. A myriad of treatment modalities will be explored to include but not limited to strength-based theories, trauma focused cognitive behavioral therapy and art therapy. The presenter is a bi-cultural forensic social worker specialized in criminal defense mitigation, dual diagnosis, crisis intervention, addictions, trauma, and working with diverse ethnic groups. This is an interactive workshop where cases vignettes will be presented and participants will work in a group setting.

**Learning Objectives:** Upon completion of this advanced course, participants will be able to:

- 1. Define and articulate the concept of Post-Traumatic Stress Disorder, Post Traumatic Growth and Toxic Stress.
- 2. Summarize and examine the roles of cognitive distortions and defense mechanisms in processing trauma.
- 3. Increase participant's knowledge of utilizing strength-based therapies to change the trauma perspective from victim to survivor.
- 4. Participants will be provided with tools like the Post Traumatic Growth Inventory, Cognitive Distortions and Mood Logs to help them understand and meet the needs of individuals with complex trauma.

**CE:** 4 Category I CEUs

**Cost:** \$60 for members; \$85 for non-members

**#2759 LIVE WEBINAR – Prosperity in Practice Training Series – Part I (morning) Managing Income in Private Practice**

**Date:** Monday, August 30, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC

**Synopsis:** In private practice, clients are customers and customers are necessary to grow the business. This webinar is designed to competently establish fees to minimize disruption in client services whether due to business challenges or concern about clients' ability to pay.

**Learning Objectives:** By the end of the training, participants will:

1. Learn how to set the 'right' fees to sustain private practice.
2. Appreciate clinical implications in working with clients' ability to pay.

**CE:** 1 Category I

**Cost:** \$20 for members; \$25 for non-members

**#2760 LIVE WEBINAR – Prosperity in Practice Training Series Part I (evening repeat) Managing Income in Private Practice**

**Date:** Monday, August 30, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC

**Synopsis:** See description for #2759 above

**CE:** 1 Category I

**Cost:** \$20 for members; \$25 for non-members

**#2782 LIVE WEBINAR – The Vital Role of Social Workers in the Criminal Legal System**

**Date:** Thursday, September 9, 2021; 12:30 pm – 4:15 pm (login from 12:30 – 1 pm)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Lori James Townes, MSW, LCSW-C  
Executive Director, National Association of Public Defense  
President, Expand Now, LLC

**Synopsis:** As society continues to struggle with the correct balance between the latest "tough on crime" policies, social workers are used to help criminal defense attorneys examine sentencing practices and assisting in providing effective representation to their clients in the criminal justice system. Since *Wiggins v. Smith*, social workers are increasingly called on to provide mitigation services. However, traditional social work practice is different, and mitigation is now viewed as a specialization within the forensic field. The involvement of social workers is needed for holistic representation. Therefore, social workers working in client centered defense settings require specialized training in the emerging field of defense-based advocacy.

**Learning Objectives:** Participants will learn:

1. The key roles of social workers on criminal defense teams.
2. To identify areas of focus for defended based social workers.
3. To understand the intersectionality between race and the criminal legal system.

**CE:** 3 Category I

**Cost:** \$45 for members; \$65 for non-members

**#2761 LIVE WEBINAR - Addressing Ethical Issues When Making Required Reports of Child Maltreatment or Harm**

**Date:** Friday, September 10, 2021; 9:00 a.m. – 12:45p.m. (login from 9:00 – 9:30 a.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Gisele Ferretto, MSW, LCSW-C  
Clinical Instructor, UMSSW

**Synopsis:** In this workshop the presenter will explore issues related to making mandated reports of maltreatment and harm while maintaining the therapeutic relationship. Content will focus on the complex legal, ethical, and therapeutic issues that arise when making required reports of suspected maltreatment or adhering to the statute describing a professional's "duty to warn". Current changes to both the child abuse and neglect law and licensing regulations concerning ethics will be covered. Content will also include the complex issue of making reports when an adult discloses he/she was maltreated as a child. Special focus will be on the development of strategies for dealing with ethical decisions.

**Learning Objectives:** After attending this workshop participants will be able to:

1. Distinguish the basic elements and terms which define child maltreatment, vulnerable adults, and harm.
2. Apply professional values, ethical concepts, and current statute when making reports concerning

suspected harm/ maltreatment.

3. Learn reporting requirements, including reporting when the individual is no longer a child.
4. Explore the use of the Maryland Statute and Regulations which govern practice in behavioral health settings.
5. Evaluate their practice when faced with ethical decision making concerning reports of maltreatment and harm.

**CE:** 3 Category I ETHICS CEUs

**Cost:** \$45 for members; \$65 for non-members

**Please Note: This workshop meets the 3 hour ethics requirement by the Maryland BSWE for license renewal.**

**#2764 LIVE WEBINAR – Prosperity in Practice Training Series – Part 2 (morning) The Pros, Cons, & How: Working with Insurance in Private Practice**

**Date:** Monday, September 13, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC

**Synopsis:** One of the biggest questions in starting a private practice is "Should I accept insurance?" According to a December 2020 article in the Baltimore Business Journal "166,038 Marylanders have enrolled in private health insurance plans for 2021 through the state's Affordable Care Act marketplace" and according to a 2019 Kaiser Family Foundation review of insurance data, a little over half of Marylanders are covered by employer-based insurance plans. Clients have insurance and want to use insurance. This workshop will help navigate the practitioner in working with insurance carriers to deliver psychotherapy to clients.

**Learning Objectives:** By the end of the training, participants will:

1. Know how to submit applications to commonly used insurance to serve Maryland clients.
2. Determine the appropriate use of insurance reimbursement to sustain viable psychotherapy practices.
3. Learn how to infuse insurance-focused conversations with clients using a psychoeducation model.

**CE:** 1 Category I

**Cost:** \$20 for members; \$25 for non-members

**#2765 LIVE WEBINAR – Prosperity in Practice Training Series – Part 2 (evening repeat) The Pros, Cons, & How: Working with Insurance in Private Practice**

**Date:** Monday, September 13, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC

**Synopsis:** See Workshop #2764 for details

**CE:** 1 Category I

**Cost:** \$20 for members; \$25 for non-members

**#2663 VIRTUAL- Introduction to Special Education for School Social Workers**

*(Approved for 3 MSDE Continuing Professional Development/CPD credits as course #16-66-37)*

**Date:** Mondays, September 13, 2021 - November 29, 2021; 4:30 p.m. - 7:30 p.m.

**LIVE WEBINARS:** 9/13, 10/4, 11/8, & 11/29

Conference calls/webinars: 10/18 & 11/15

Electronic assignments (10 total) due via email by Sundays at 10 pm

\*This date is during Passover. Accommodations will be made for any student who needs it.

**Location:** Live, Interactive, Real-Time Webinar. No physical location

Read important information listed at the top of first page of Continuing Ed to be prepared

**Presenter:** Patrick T. Seay, M. Ed.  
Director, School Operations

Admissions, Compliance and Transition, Kennedy Krieger Institute

**Synopsis:** This course approved for 3 MSDE Continuing Professional Development/CPD credits as course # 16-66-37 and fulfills the requirements of the Maryland State Department of Education for certification of school-based social workers. Because social workers provide related services that are part of the educational programming of students with special needs, it is essential that they understand the legal mandates, federal and state policies and standards, as well as the specific instructional methods and technologies used in the classrooms that serve those students, from the least restrictive settings of inclusion to the more clinical settings, including residential.

**Learning Objectives:** Active participation in the course will provide the ability to:

1. Understand and participate in the diagnostic, service, and evaluation processes of special education.
2. Distinguish among delivery systems provided in schools for students with special
3. needs
4. Describe and use Universal Design.
5. Design the means for supporting better relationships among the school, the home and the community.

**CE:** 15 Cat I and 15 Cat II

**Cost:** \$300 for NASW members; \$400 for non-members

**Ethics Hours Note: Successful completion of all 15 hours of the face-to-face classes also yields the 3-hours Category I ethics requirement of the BSWE.**

**#2702 LIVE WEBINAR - Buddhism and Psychotherapy**

**Date:** Monday, September 13, 2021; 5:00 p.m. – 8:45 p.m. (login from 5:00 – 5:30 p.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Ed Geraty, LCSW-C

Supervisor of Behavioral Health, MUMH

**Synopsis:** An interesting development in psychotherapy is the increasing move toward mindfulness; a practice taken from Vipassana Buddhism, as a psychotherapeutic technique in its own right. In this we have a particularly clear example of how the traditions of Buddhism and psychotherapy interrelate. If you type "mindfulness" into an internet search engine it is a fascinating exercise to see how this One technique bridges not only Buddhism and psychotherapy, but also the broader field of spirituality And therapy in general. With such an approach there is increasing common ground between Buddhism and psychotherapy. It is interesting to note that much of the criticism of these "Third Wave" therapies is because they are seen to parallel and draw from the mystical traditions of the East, and Buddhism in particular.



**Learning Objectives:** Upon completion of this course participants will be able to understand:

1. The Four Noble Truths: a diagnostic format to explain suffering and its cure
2. The Eightfold Path and the major schools of psychotherapy
3. Mindfulness in psychotherapy
4. Mindfulness practice

**CE:** 3 Cat. I

**Cost:** \$45 for members; \$65 for non-members

**#2762 LIVE WEBINAR – Youth and Addiction: Exploring Interventions and Treatment Modalities**

**Date:** Tuesday, September 14, 2021; 8:30 a.m. – 1:15 p.m. (login from 8:30 - 9 am)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Veronica Cruz, LCSW-C  
CEO, Cruz and Associates, LLC

**Synopsis:** According to the Center for Disease Control addiction use among children and adolescents has increased over the years. In 2019 the CDC reported that 1 in 5 teens used prescription drugs, while marijuana was still extensively used. NIH reports that nearly 1 in 10 adolescents (13-14-year-olds) reported regular alcohol use, for adolescents age 17, 5 in 10 reported regular alcohol use. This workshop will explore intervention and treatment modalities that are most effective with this age demographic. Various issues will be discussed including but not limited to behavioral, psychiatric, educational, and emotional consequences of addiction. Current research will be explored, and participants will be able to articulate the importance of understanding usage trends, co-morbidity, interventions, and treatment modalities. The presenter is a bi-cultural forensic socialworker specialized in criminal defense mitigation, dual diagnosis, crisis intervention, addictions, and trauma. This is an interactive workshop where case vignettes will be presented and discussed to enhance the learning experience.

**Learning Objectives:** Upon completion of this advanced course, participants will be able to:

1. Examine and articulate the overall implications of youth and addiction from a client and systems perspective to maximize intervention efforts.
2. Increase participant's knowledge of understanding how addiction effects brain development for adolescents.
3. Understand the connection between addiction and mental illness, while exploring co-morbidity challenges.
4. Define various intervention and treatment modalities that are effective in working with this population.

**CE:** 4 Category I CEUs

**Cost:** \$60 for members; \$85 for non-members

**#2763 LIVE WEBINAR – Creative Approaches to Supervision**

**Date:** Thursday, September 16, 2021; 9:00 a.m. – 12:45 p.m. (Sign in from 9 – 9:30 a.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed at the top of first page of Continuing Ed to be prepared**

**Presenter:** Joanna Frankel, LCSW-C  
Owner, Frankel Care Consulting

**Synopsis:** A social worker who assumes the role of supervisor has specific obligations. A supervisor is responsible for the quality of work performed by the supervisee, must be competent in the areas they provide supervision, and are responsible to assist the supervisee in gaining the knowledge and skills necessary to work effectively with clients. That doesn't stop the supervisor from using creative approaches during both individual and group supervision. Participants will learn ways to keep supervision interesting while still instilling the knowledge necessary to become a successful independent practitioner.

**Learning Objectives:** Upon completion of this course, participants will be able to:  
Learn at least two ways to be creative during both individual and group supervision.  
Understand at least 2 benefits of both group and individual supervision when using innovative approaches.  
Recognize at least 2 reasons to keep supervision interesting when dealing with challenging scenarios.

**CE:** 3 Category I

**Cost:** \$45 for members; \$65 for non-members

**Please Note: This workshop qualifies for the Maryland BSWE's 3 hour supervision requirement for supervisors.**

**#2766 LIVE WEBINAR – Prosperity in Practice Training Series – Part 3 (a.m.) - The Pros, Cons and How: Working with Out of Network and Private Fee in Private Practice**

**Date:** Monday, September 20, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC

**Synopsis:** Can your business survive without accepting insurance? Of course, it can! This webinar will address unique circumstances that command collecting private fees or accessing out-of-network benefits to create a more streamlined and less disruptive process in privately providing psychotherapy to clients.

**Learning Objectives:** By the end of the training, participants will:

- Discuss the benefits and risks in not accepting insurance.
- Learn how to educate themselves and clients on building a non-insurance based private practice.
- Become familiar with collecting client payments and the process for clients to file for reimbursement.

**CE:** 1 Category I

**Cost:** \$20 for members; \$25 for non-members

**#2767 LIVE WEBINAR – Prosperity in Practice Training Series – Part 3 (pm repeat) - The Pros, Cons and How: Working with Out of Network and Private Fee in Private Practice**

**Date:** Monday, September 20, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC

**Synopsis:** See description for #2766

**CE:** 1 Category I

**Cost:** \$20 for members; \$25 for non-members

**#2768 LIVE WEBINAR – Prosperity in Practice Training Series – Part 4 (a.m.) -Which Clinical Forms Should Be in Your Private Library?**

**Date:** Monday, September 27, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC

**Synopsis:** Documentation is a legal and ethical cornerstone of clinical social work services. This workshop links to the ethical development of creating client-focused documentation in private practice. Primary resource to be used: Maryland Board of Social Work Examiners 10.42.03 Code of Ethics Responsibilities to Clients.

**Learning Objectives:** By the end of the training, participants will:

1. Gain an understanding of clinical forms needed in private practice.
2. Learn how to create ethical clinical documentation.
3. Become familiar with legally required clinical forms in private practice.

**CE:** 1 Category I

**Cost:** \$20 for members; \$25 for non-members

**#2769 LIVE WEBINAR – Prosperity in Practice Training Series – Part 4 (p.m. repeat) Which Clinical Forms Should Be in Your Private Library?**

**Date:** Monday, September 27, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC

**Synopsis:** See description for Workshop #2768

**CE:** 1 Category I

**Cost:** \$20 for members; \$25 for non-members

**#2784 LIVE WEBINAR – What Do You Mean, 'I Have to Leave?!' Retirement Exit Strategies for Social Workers**

**Date:** Thursday, September 28, 2021; 9:00 a.m. – 12:45 pm (login from 9 - 9:30 pm)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Suzanne Cox, LCSW-C, MBA  
Team leader, Continuous Care Team, UMMS/WPPC Clinics, Baltimore

**Synopsis:** It happens to all practitioners sooner or later: our full-time working life evolves into something else. What will it look like? Will we leave full time work for part time or decide to stop working altogether? When should we do it? How do we prepare? What about the clients we leave behind? Records? How long are we liable for actions taken during our career? Should we maintain a license? How do we afford it? What does retirement mean for our professional identity? How do we feel about it? When do we need to start taking steps in these areas? Participants will explore and expand on these and related issues outlined in the NASW brochure Retiring or Closing a Private Practice and consider options for preparing to make the transition to post-practice life.

**Learning Objectives:** By the end of the training, participants will:

1. Identify the key areas where pre-retirement planning is essential and begin to develop a plan to address each of these proactively.
2. Evaluate at least two options for managing client records appropriately post retirement.
3. Review and discuss important factors in terminating client as well as professional relationships.
4. Identify and discuss the anticipated emotional and cognitive challenges associated with transitioning out of the profession.

**CE:** 3 Category I

**Cost:** \$45 for members; \$65 for non-members

**#2770 LIVE WEBINAR – Use of Creative Arts in Therapy**

**Date:** Wednesday, September 29, 2021; 9:00 a.m. – 12:45 p.m. (login from 9 – 9:30 a.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed at the top of first page of Continuing Ed to be prepared**

**Presenter:** Sonia Hinds, APRN, PMH-BC

Founder and Director of Chesapeake Beach Professional Seminars

**Synopsis:** This presentation will focus on the use of the creative arts for clients' self-expression and self-understanding. Come prepared to get your creative juices flowing as we create worry dolls, Winnicott Squiggles, stress balls, projective techniques, poetry and much more. Clients will be delighted with new and innovative ways to get to unconscious material or to just enjoy self-expression.

**Learning Objectives:** By the end of the training, participants will:

Describe the use of the creative arts and Cognitive Behavior Therapy for self-expression and self-understanding .

1. Demonstrate the use of creative arts for constructing adaptive coping strategies to deal with anxiety, and automatic negative thoughts.
2. Demonstrate the use of projective art techniques for understanding thoughts and feelings.

**CE:** 3 Cat. I

**Cost:** \$45.00 for members; \$65 for non-members

**#2781 LIVE WEBINAR - The Journey Through Grief and Loss**

**Date:** Thursday, September 30, 2021; 9:00 a.m. – 1:45 p.m. (login from 9 – 9:30 a.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed at the top of first page of Continuing Ed to be prepared**

**Presenter:** Lisa Connors, BSW, M.Div., MA, ABD

President, 4Ks Coaching and Training Solutions, LLC

**Synopsis:** This webinar will help participants explore components of grief and loss. It will identify other losses and forms of grief in an individual's life. This webinar will help participants identify how grief affects individuals from a physical, emotional, cognitive, behavioral, and spiritual perspective. It will explore how we should grieve during traumatic events. This webinar will also help participants identify ways to effectively grieve even when there is loss during loss and formulate healthier ways of coping during and after a loss.

**Learning Objectives:** By the end of the training, participants will be able to:

1. Define the various components of grief and loss and understand how it affects them and other individuals from a physical, emotional, cognitive, behavioral, and spiritual perspective.
2. Discuss the varying myths and stigmas associated with grief and loss.
3. Recognize the importance of moving forward during and after a loss.
4. Utilize strategies, tools, and protective factors to help themselves and others cope with loss and grieve effectively.

**CE:** 4 Cat. I

**Cost:** \$60.00 for members; \$85 for non-members



**#2777 LIVE WEBINAR - Supervision Strategies for the Development of Competent Social Workers Part I****Date:** Friday, October 1, 2021; 9:00 a.m. – 4:45 p.m. (login from 9:00 – 9:30 a.m.)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed at the top of first page of Continuing Ed to be prepared****Presenter:** Gisele Ferretto, MSW, LCSW-C  
Clinical Instructor, UMSSW**\*Please Note:** This is a two-day workshop with #2778 -The Ethics/ Supervision - Part 2 (3 hours) AND #2779 -Stand aloneSupervision - Part 3 (3 hours) on Saturday, October 2nd. Attendees may register for Part 1, Part 2, OR Part 3 separately. However, in order to earn the 12 hours of supervision necessary to become a board approved supervisor, attendance at all 3 workshops is required.**Synopsis:** Overwhelmingly, the research shows that supervisors have an essential role in effective client outcomes and workforce development. The purpose of this 2-Day workshop is to identify and explore the components of effective clinical supervision. Content will include the basic functions, role, responsibilities, and standards of supervision with emphasis on the legal and regulatory language that describes these concepts. Other topics covered include: developing professional identify and critical thinking in supervisees, setting expectations, and effective communication. This workshop includes practice activities to apply the content covered and examples of strategies for enhanced supervision.**Learning Objectives:** Participants will:

1. Explore the functions and role of clinical supervision.
2. Develop strategies to improve critical thinking and professional practice of those they supervise.
3. Demonstrate an understanding to instruct supervisees on the legal authorities which govern social work practice.
4. Evaluate effective strategies for setting expectations and providing effective direction.
5. Review the Maryland Board of Social Work Examiners expectations for Supervision.

**CE:** 6 Category I Supervision CEU's**Cost:** \$90 for members; \$130 for non-members**Please Note: After completing the full 12 hours of this workshop, the Maryland Board of Social Work Examiners, 3-hour ethics requirement for license renewal will be met.****#2778 LIVE WEBINAR - Incorporating Ethical Strategies in Practice and Supervision Part II****Date:** Saturday, October 2, 2021; 9:00 a.m. – 12:45 p.m. (login from 9:00 – 9:30 a.m.)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed at the top of first page of Continuing Ed to be prepared****Presenter:** Gisele Ferretto, MSW, LCSW-C  
Clinical Instructor, UMSSW**\*Please Note:** This is a two-day workshop with #2777-6 hour supervision - Part 1 (6 hours) on Friday, October 1, AND #2779 -Stand aloneSupervision - Part 2 (3 hours) on Saturday AFTERNOON, October 2nd. Attendees may register for Part 1, Part 2, OR Part 3 separately. However, in order to earn the 12 hours of supervision necessary to become a board approved supervisor, attendance at all 3 workshops is required.**Synopsis:** This workshop will focus on the development of skills for the application of an ethical standards when providing social work. Social Workers and Supervisors have a responsibility to identify and incorporate professional ethics and strategies for addressing ethical issues in their practice. The purpose of this workshop is to enhance skills for understanding the social workers legal and ethical professional responsibilities. This workshop includes practice activities to apply the content covered and examples of strategies for enhanced supervision. In addition, updated legislative changes to statutes concerning social work practice will be covered. Ethics content covered includes: COMAR 10.42.03; COMAR 10.42.08; Health Occupations 19-311; NASW Code of Ethics (2017) 2.01, 2.04,2.08, 2.09, 3.01, 3.03,3.07 and 3.08.**Learning Objectives:** At the end of this workshop, participants will:

1. Demonstrate an understanding of the legal and ethical authorities which govern social work practice.
2. Identify the elements and terms associated with the social work code of ethics, and specifically the BSWE COMAR 10.42.03 Code of Ethics.
3. Incorporate strategies for developing professional practices to fulfill ethical and legal responsibilities.
4. Explore the Role of Ethics in professional practice with clients, colleagues, supervisees, and agencies.

**CE:** 3 Category I ETHICS or Supervision CEUs**Cost:** \$45 for members; \$65 for non-members**Please Note: This workshop meets the requirement for 3 hours of ethics OR 3 hours of supervision (for supervisors) required by the Maryland BSWE for license renewal.****#2779 LIVE WEBINAR - Supervising for Culturally Responsive Social Work Practice - Part III****Date:** Saturday, October 2, 2021; 1:00 p.m. – 4:45 p.m. (login from 1:00 – 1:30 p.m.)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed at the top of first page of Continuing Ed to be prepared****Presenter:** Gisele Ferretto, MSW, LCSW-C  
Clinical Instructor, UMSSW**\*Please Note:** This is a two-day workshop with #2777-ALL DAY SUPERVISION - Part 1 (6 hours) on Friday, October 1st, AND #2778- ETHICS/SUPERVISION - Part 2 (3 hours) on Saturday MORNING, October 2nd. Attendees may register for Part 1, Part 2, OR Part 3 separately. However, in order to earn the 12 hours of supervision necessary to become a board approved supervisor, attendance at all 3 workshops is required.**Synopsis:** It is necessary, but often uncomfortable, for behavioral health professionals to challenge themselves to further develop competency in culturally responsive practice. Overwhelmingly, the research shows that supervisors have an essential role in effective client outcomes and workforce development. The purpose of this workshop is to explore supervision strategies that develop culturally responsive skills, self-awareness, and professional use of self in their workforce. Content will cover the following topics: elements of cultural responsive practice, the impact of implicit bias on practice and client outcomes, creating the space in supervision for enhancing self-reflection and improved practice.**Learning Objectives:** Participants will:

1. Explore role of supervision when delivering services to diverse clients and working with diverse co-workers.
2. Develop supervision strategies to improve critical thinking, self-awareness, and culturally responsive professional practice of their workforce.
3. Demonstrate an understanding to instruct supervisees on culturally responsive practice.
4. Examine the Use of Professional Self, including subjugated self and privileged self for enhancing culturally responsive practice.
5. Review the National and State standards and expectations for Effective Supervision.

**CE:** 3 Category I Supervision CEUs**Cost:** \$45 for members; 65 for non-members**Please Note: This workshop qualifies for the MD BSWE's 3 hour supervision (for supervisors) requirement for license renewal****#2771 LIVE WEBINAR – Silent Pain: Being Black and Dealing with Intimate Partner Violence****Date:** Monday, October 4, 2021; 9:00 a.m. – 11:30 a.m. (login 9 – 9:30 a.m.)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed above****Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC**Synopsis:** To support October as National Domestic Violence Awareness Month, let us look at why Black and African American clients may not seek support while living with domestic and intimate partner violence. While there are multiple theories, this workshop will walk through the influence of oppression and the potential fear of police involvement and cultural and spiritual retaliation.**Learning Objectives:** At the conclusion of this workshop, attendees will:

1. Gain an understanding of the effects of oppression and manifestations of abuse.
2. Discuss the barriers of Black/African American clients seeking support or escape from intimate partner violence relationships.
3. Become aware of the definition of violence in relationships.
4. Develop useful client empowerment techniques.

**CE:** 2 Cat. I**Cost:** \$30.00 for members; \$45 for non-members**#2772 LIVE WEBINAR – Emotional Intelligence: How to Use it to Combat the Racism Pandemic****Date:** Monday, October 4, 2021; 5:00 p.m. – 8:45 p.m. (login from 5:00 – 5:30 p.m.)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed at the top of first page of Continuing Ed to be prepared****Presenter:** Dwayne L. Buckingham, Ph.D., LCSW-C, BCD  
President & CEO, Buckingham Consulting Group, LLC**Synopsis:** Racism is rooted in one's belief that his or her race is superior than other ethnic groups, and the feeling of superiority often stems from inaccurate or overrepresented emotions of grandiosity. Despite the fact that America was built on a constitution that guarantees certain basic rights for all citizens, racism continues to lend its ugly face to systematic injustice, hatred, and intolerance. Poverty, health disparities, and cultural trauma among African Americans have been (and continue to be) linked to deep racial and ethnic inequalities.

In this solution-focused live webinar, Dr. Buckingham calls attention to the role racism plays in the oppression of Black people, and explores how emotional intelligence can be used to combat the racism pandemic. Also, he outlines how emotional hijacking causes individuals from different ethnic groups to engage in irrational behavior which feeds systemic racism. By the conclusion of training, participants will have a deeper understanding of how to use emotional intelligence to bridge gaps in racial inequalities.

**Learning Objectives:** At the conclusion of this webinar participants will be able to:

1. Define Emotions and Racism
2. Describe Emotional Intelligence (EQ)
3. Identify the 4 Domains of Emotional Intelligence
4. Explain Why It Is So Difficult to Combat the Racism Pandemic
5. Articulate how emotional intelligence can be used to combat the racism pandemic

**CE:** 3 Cat.1**Cost:** \$45.00 for members; \$65 for non-members**#2774 LIVE WEBINAR – Flawless Case Management & the Art of Writing Case Notes****Date:** Tuesday, October 5, 2021; 9:00 am. – 12:45 p.m. (Sign in from 9:00 – 9:30 a.m.)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed at the top of first page of Continuing Ed to be prepared****Presenter:** Ashley McSwain, MSW, MSOD  
President, Consultants for Change, Inc.**Synopsis:** One of the hallmarks of social work is case management. Case managers serve on the front lines, helping client families and individuals move toward positive change. But case managers are forced to serve multiple overlapping goals. They can feel torn between the missions of their organizations, the needs of their clients, and their own self-interests. These internal personal conflicts can actually obstruct their clients' change. This course aims to help case managers develop a fuller understanding of the principles of case management, write appropriate case notes, understand how your role with clients fits into the mission of your organization, and develop practical skills and processes for using yourself to foster positive change in your clients.**Learning Objectives:** This workshop will introduce emerging and experienced leaders to:

1. Understanding how to engage your client that will build trust
2. Understanding the five phases of your work with clients; Contracting, Data Collection, Planning & Feedback, Implementation and Termination & Institutionalization
3. Encourage collaboration between yourself and your clients,
4. Understand how to write proper case notes to record your work with clients.

**CE:** 3 Category I**Cost:** \$45 for members; \$65 for non-members**#2775 LIVE WEBINAR – Trauma and Mindfulness****Date:** Wednesday, October 6, 2021; 9:00 a.m. – 1:45 p.m. (Sign in from 9 – 9:30 a.m.)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed at the top of first page of Continuing Ed to be prepared****Presenter:** Neda Gould, Ph.D.  
Assistant Professor of Psychiatry and Behavioral Sciences  
Director of Mindfulness Program - Johns Hopkins  
Associate Director, - Johns Hopkins Bayview Medical Center Anxiety Disorders Clinic**Synopsis:** Mindfulness is the ability to stay in the present moment without judgement, a skill that can be cultivated and can be useful for trauma-related symptoms when used appropriately. Please join Dr. Neda Gould in this workshop to learn the science behind mindfulness, the foundations of mindfulness practice, and how to bring mindfulness to patients with trauma-related disorders. The session will include presentations, guided practices in a group setting, and techniques to use with patients.**Learning Objectives:** At the end of this workshop attendees will be able to:

1. Describe the research findings supporting mindfulness meditation for trauma-related disorders, as well as current gaps in the research.
2. Practice several meditations and identify how to modify these practices for patients with trauma.
3. Identify brief, practical ways to incorporate mindfulness as an adjunctive intervention for patients with trauma-related disorders.

**CE:** 4 Category I**Cost:** \$60 for members; \$85 for non-members



**#2776** **LIVE WEBINAR – Speak Up! Powerful Public Presentations**  
**Date:** Thursday, October 7, 2020; 9:00 a.m. – 12:45 p.m. (login from 9:00 – 9:30 a.m.)  
**Location:** VIRTUAL EVENT. No physical location  
*Read important information listed at the top of first page of Continuing Ed to be prepared*

**Presenter:** Diana Rein, M.Ed., MSW, LGSW  
 Consultant, Choice Consulting and Training, Easton  
**Synopsis:** Speak Up! addresses the role of social workers and other professionals who are called upon to educate, advocate and organize on behalf of their constituencies in public speaking presentations. The workshop helps participants supplement and polish their speech preparation techniques and presentation strategies. Participants are invited and encouraged to bring with them material on an issue of interest for collaboration in developing a Powerful Presentation. This workshop is appropriate for clinicians with any level of experience.

**Learning Objectives:** The participants will:  
 1. Analyze a target audience for a public presentation  
 2. Identify and implement speech preparation strategies on a chosen topic/issue  
 3. Begin developing an issue based education, advocacy or organizing speech  
 4. Practice public speaking techniques

**CE:** 3 Category I  
**Cost:** \$45 for members; \$65 for non members

**#2785** **LIVE WEBINAR – Stigma & Practice Impact through an Ethics Lens**  
**Date:** Friday, October 8, 2021; 9:00 a.m. – 12:45 pm (login from 9 - 9:30 pm)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed above*

**Presenter:** Suzanne Cox, LCSW-C, MBA  
 Team leader, Continuous Care Team, UMMS/WPPC Clinics, Baltimore  
**Synopsis:** Attention to factors which stigmatize clients from the perspectives of society, providers of care, and impacted individuals, is crucial to ethical human services practice. Recent macro events have demonstrated that stigma and bias against people with physical and mental disabilities has been wielded in the political arena to the detriment of many of the consumers that social workers serve. This workshop will examine both personally mediated and societally based origins of stigma which impact many individuals presenting for services as well as the systems that keep stigma alive and well. In this workshop, we will identify and discuss sources of internal bias and point of view, and their impact on clients and on providers. We will also explore the impact of recent events on the perpetuation of stigma and how we can act to address this. We will then discuss in detail the nine commonly identified dimensions of stigma and the challenges clinicians face in ethically addressing these dimensions individually and collectively. The challenges faced by stigmatized individuals and groups in accessing and remaining engaged in care will be discussed in depth. Strategies for providers of care to assist in remaining vigilant to emerging stigma in practice will be discussed.

**Learning Objectives:** Upon completion of this course participants will:  
 1. Review common stereotypes as well as societal stigmas and how these impact both providers and service recipients. (Code of Ethics – Preamble, Purpose, Ethical Principles, Standards Sections 1.01, 1.02, 1.05, 1.12, 1.14, 2.01, 2.05, 2.08, 2.10, 4.01, 4.02\*)  
 2. Address nine commonly identified dimensions of stigma and the ethical questions potentially impacting clinical practice for each. (Code of Ethics – Preamble, Purpose, Ethical Principles, Standards Sections 1.02, 1.04, 1.05, 1.12, 1.14, 2.01, 2.05, 3.01, 3.02, 4.01, 4.02, 6.01, 6.04)  
 3. Discuss strategies for successfully engaging and retaining stigmatized individuals and groups in treatment. (Code of Ethics – Preamble, Purpose, Ethical Principles, Standards Sections 1.01, 1.02, 1.03, 1.05, 1.06, 1.07, 1.12, 1.14, 2.01, 2.03, 2.05, 2.10, 3.01, 3.02, 3.06, 3.07, 4.01, 4.02, 5.01, 5.02, 6.01)

**CE:** 3 Category I  
**Cost:** \$45 for members; \$65 for non-members

**Please note: This workshop qualifies for the Maryland Board of Social Work Examiners 3-hour ethics requirement for licensure renewal.**

**#2798** **LIVE WEBINAR – Prosperity in Practice Training Series Part 5 (morning) Safety in Private Practice**  
**Date:** Monday, October 11, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed above*

**Presenter:** Dionne Brown Bushrod, LCSW-C  
 Owner, Prosperity Redefined, LLC  
**Synopsis:** Have you seen the logo that reads, "I'm a Social Worker, What's Your Superpower?" Like mostly all social workers, licensed clinical social workers in private practice have a tremendous responsibility in managing client's physical and emotional safety, as well as the provider's safety. A super heroic feat, indeed. In recognition of October as National Domestic Violence Awareness Month, this webinar will explore key components of gauging safety and risk in private practice.

**Learning Objectives:** By the end of the training, participants will:  
 1. Assess online and in-person risks to client and provider physical safety.  
 2. Increase knowledge of properly documenting synchronous, asynchronous, and in-person threats to safety.  
 3. Include methods of support while serving private practice clients dealing with abusive situations and relationships.

**CE:** 1 Category I  
**Cost:** \$20 for members; \$25 for non-members

**#2799** **LIVE WEBINAR – Prosperity in Practice Training Series Part 5 (p.m. repeat) Safety in Private Practice**  
**Date:** Monday, October 11, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed above*

**Presenter:** Dionne Brown Bushrod, LCSW-C  
 Owner, Prosperity Redefined, LLC  
**Synopsis:** See description for #2798 above  
**CE:** 1 Category I  
**Cost:** \$20 for members; \$25 for non-members

**#2783** **LIVE WEBINAR – Creative Report Writing to Capture the Journey of Clients' Lived Experiences**  
**Date:** Wednesday, October 13, 2021; 9:00 a.m. - 12:45 pm (login from 9 – 9:30 am)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed above*

**Presenter:** Lori James Townes, MSW, LCSW-C  
 Executive Director, National Association of Public Defense  
 President, Expand Now, LLC  
**Synopsis:** Maya Angelou said, "There is no greater agony than bearing an untold story inside of you." As social workers we hold the stories. As advocates how can we make others care about the journey of those we serve? Are you wondering how to embrace creative storytelling and remain true to your client's journey? If so, this session is for you! Learn about the power of storytelling when capturing the lived experience of our clients.

**Learning Objectives:** At the end of this workshop participants will:  
 1. Have an opportunity to enhance social work, client advocacy, and storytelling skills.  
 2. Be able to incorporate best practice approaches in narrative report writing.  
 3. Be able to enhance advocacy skills using creative teaching techniques.

**CE:** 3 Category I  
**Cost:** \$45 for members; \$65 for non-members

**#2780** **LIVE WEBINAR - Facilitating In-Person and Virtual Sessions with At-Risk Populations**  
**Date:** Thursday, October 14, 2021; 9:00 a.m – 12:45 p.m. (login from 9:00 – 9:30 a.m.)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed at the top of first page of Continuing Ed to be prepared*

**Presenter:** Pamela Love Manning, MSW, Ph.D.  
 Certified coach, speaker, author, & founder, The Finishers Network  
**Synopsis:** This 3-hour training helps prepare professionals to facilitate individual and group sessions with at-risk populations (e.g., returning citizens, gang involved youth/adults, etc.). Participants will discuss methods for keeping people engaged, for addressing actions for virtual or in-person training that promotes social support, social and connectedness and fostering a safe in-person environment. Lecture and role play will be used to practice methods discussed.

**Learning Objectives:** By the end of this training, participants will be able to:  
 1. Identify evidence-based practices for engaging at-risk populations.  
 2. Identify ways to use peer support for reducing distractions during virtual and in-person trainings  
 3. Explore methods for reducing attrition and that promotes social support and social connectedness.  
 4. Discuss ways to assess the effectiveness of strategies for facilitating training with at-risk populations

**CE:** 3 Category I  
**Cost:** \$45 for members; \$65 for non-members

**#2786** **LIVE WEBINAR - Intersections in Care: Considerations for Providing Affirming Care to LGBTQIA+ Adolescent Populations**  
**Date:** Monday, October 18, 2021; 5:00 p.m. – 8:45 p.m. (Sign in from 5:00 – 5:30 p.m.)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed at the top of first page of Continuing Ed to be prepared*

**Presenter:** Lee Westgate, MBA, MSW, LCSW-C  
 Clinical Instructor, UMSSW  
**Synopsis:** Hermann Hesse once said, "You must unlearn the habit of being someone else or nothing at all, of imitating the voices of others and mistaking the faces of others for your own." LGBTQIA+ adolescents possess the unique experience of finding their identity against all odds. With the widening of awareness and interest in serving LGBTQIA+ adolescent care, there is a need to equip providers with modernized information on how to effectively and ethically engage with adolescent populations. After all, our respective codes of ethics insist that we prioritize equity in care, aspire toward cultural competence and humility, and transcend stigma through the recognition of the inherent worth and dignity of those that we serve. Additionally, there is a need to break apart the acronym and to recognize the resilience and nuanced barriers faced by LGBTQIA+ youth. Lastly, there is a need to recognize that each proverbial developmental stage comes with a new task and a new crucible moment that may simultaneously involve self-awareness and the consequences of self-disclosure. The latter presents a particularly unique set of challenges faced by adolescents that must routinely negotiate the spaces between self, family of origin, and their larger social context. In this in-depth training, attendees will be provided with thoughtful and authentic insights about the challenges of being and serving LGBTQIA+ adolescent populations. Attendees will be provided with an understanding of the importance of utilizing a strengths and resiliency framework to provide affirming care. Furthermore, attendees will be challenged to consider the pivotal role that they can play in provided equitable and ultimately life-saving care to LGBTQIA+ adolescent populations. Relevant Ethical Codes: 1.01 Commitment to Clients; 1.04 Competence; 6.04 Social and Political Action; 1.05 Cultural Awareness and Social Diversity

**Learning Objectives:** Upon completion of this training, participants will be able to:  
 Provide an overview of the unique risks and challenges faced by LGBTQIA+ adolescents  
 Frame these challenges within both a trauma-informed care and minority stress frameworks  
 Highlight key ethical challenges related to the provision of care  
 Conceptualize and implement best practices for effective engagement through the provision of affirming care.

**CE:** 3 Category I  
**Cost:** \$45 for members; \$65 for non members

**#2787** **LIVE WEBINAR – Ethics in Working With Older Adults Who Hoard**  
**Date:** Tuesday, October 19, 2021; 9:00 a.m. – 12:45 p.m. (login from 9:00 – 9:30 a.m.)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed at the top of first page of Continuing Ed to be prepared*

**Presenter:** Joanna Frankel, LCSW-C  
 Owner, Frankel Care Consulting  
**Synopsis:** While hoarding is a serious compulsive behavioral problem impacting the health and safety of older adults, the condition is highly resistant to treatment. Because of this, complex ethical dilemmas often arise when working with seniors who hoard and their family members. This ethics program applies the professional Code of Ethics as it relates to decisional older adults who hoard as well as those with cognitive impairment. This interactive and thought-provoking program will explore our code of ethics including, but not limited to, 1. Social Workers' Ethical Responsibilities to Clients 2. Social Workers' Ethical Responsibilities to Colleagues 2.02 Confidentiality 2.03 Interdisciplinary Collaboration 3. Social Workers' Ethical Responsibilities in Practice Settings 3.01 Supervision and Consultation 4. Social Workers' Ethical Responsibilities as Professionals 4.01 Competence and COMAR-10.42.03.06 .06 Standards of Practice, 10.42.03.03 .03 Responsibilities to Clients.



**Learning Objectives:** Upon completion of this course, participants will be able to:

1. Identify at least three signs there is a hoarding or potential hoarding problem.
2. Describe three types of ethical dilemmas that arise with older adults who hoard.
3. Identify at least three areas of the Code of Ethics that can be applied to working with older adults who hoard.

**CE:** 3 Cat. I

**Cost:** \$45 for members; \$65 for non-members

**Please note: This workshop qualifies for the Maryland Board of Social Work Examiners' 3-hour ethics requirement for license renewal.**

**#2788 LIVE WEBINAR – Practice & Ethical Consideration: Organizational Ethics**

**Date:** Wednesday, October 20, 2021; 4:30 p.m. – 8:15 p.m. (Login from 4:00 – 4:30 p.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed at the top of first page of Continuing Ed to be prepared**

**Presenter:** Veronica E. Cruz, LCSW-C  
CEO, Cruz and Associates, LLC

**Synopsis:** This workshop will explore the numerous practice and ethical considerations involved in understanding and applying Organizational Ethics to contemporary social work practice. An emphasis will be placed in understanding and applying the responsibility a social worker has to self and the agency responsibility to the social workers within the realm of organizational ethics. Issues explored will be: code of ethics, understanding organizational culture, managerial ethics, bureaucracy, ethical framework model, and risk management. Participants will be able to identify the importance of understanding self-care in particular the significance of compassion fatigue and burnout. A focus will be on analyzing various codes of ethics from the Maryland Board of Social Work Examiners (Title 10, .03) to the National Association of Social Workers Code of Ethics (1.05, 1.06, 2.08, 2.09 & 3.07). Participants will be able to engage in activities that will allow them to further analyze and apply the various codes of ethics to further understand the concepts presented. This is an interactive workshop where cases vignettes will be presented and participants will work in a group setting to further maximize their understanding of the concepts presented.

Ethics content covered includes: Maryland Board of Social Work Examiners (Title 10, .03); NASW Code of Ethics (1.05, 1.06, 2.08, 2.09 & 3.07).

**Learning Objectives:** Upon completion of this intermediate course, participants will be able to:

1. Increase their knowledge of various ethical principles and codes of ethics to further understand how to manage and/or avoid ethical conflicts.
2. Demonstrate an understanding of organizational culture(s), managerial ethics, bureaucracy and risk management principles.
3. Effectively understand and apply an ethical decision-making model which incorporates the various codes of ethics and the key concepts of organizational ethics.
4. Participants will be able to articulate the key elements of organizational ethics and apply them in their diverse practice areas

**CE:** 3 Cat. I

**Cost:** \$45.00 for members; \$65 for non-members

**Please Note: This workshop meets the 3 hour ethics requirement by the Maryland BSWE for license renewal.**

**#2789 LIVE WEBINAR – Ethics and Working with Women at the Intersection of Poverty, Incarceration, & Domestic Violence (Panel)**

**Date:** Thursday, October 21, 2021; 9:00 a.m. – 12:45 p.m. (login from 9 – 9:30 a.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed at the top of first page of Continuing Ed to be prepared**

**Presenter/Facilitator:** Ashley McSwain, MSW, MSOD  
Executive Director, Community Family Life Services  
Panel Members: TBA

**Synopsis:** This workshop is a response to the strong call for social workers to provide support and services that demonstrate integrity and ethics with an understanding of the lived experience of the women living with trauma, poverty, and incarceration. The presenter will combine lecture and a panel discussion comprised of women who have moved through their trauma and become whole and review the services that got them there. The panel members come to us via the CFLS (Community Family Life Services) Speakers Bureau, which is comprised of accomplished survivors who speak on their lived experiences in order to educate, advocate, and effect change. Through CFLS, all members undergo intensive training and continued professional development to hone their public speaking and advocacy skills.

Ethics Content Covered Includes: 1.02 Self Determination, 1.01 Commitment to Clients, 1.04 Competence and 1.05 Cultural Competence.

**Learning Objectives:** At the conclusion of this workshop participants will:

1. Be introduced to the lived experience to highlight first-hand knowledge of the clients and to identify best practices in service delivery.
2. Understand why ethics are important when working with individuals involved in the criminal justice system.
3. Have an overview of the NASW Code of Ethics and some essential codes relevant to women's reentry and will discuss the core ethical responsibilities as a service provider.
4. Confront their own values and how they influence the role of confidentiality and how it can impact the client.
5. Recognize ethical dilemmas and learn strategies to resolve them.

**CE:** 3 Category I

**Cost:** \$45 for members; \$65 for non-members

**Please Note: This workshop meets the 3 hour ethics requirement by the Maryland BSWE for license renewal.**

**#2703 LIVE WEBINAR – Teaching Clients Mindful Living Skills**

**Date:** Friday, October 22, 2021; 5:00 p.m. – 8:45 p.m. (login from 5:00 – 5:30 p.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed at the top of first page of Continuing Ed to be prepared**

**Presenter:** Ed Geraty, LCSW-C  
Supervisor of Behavioral Health, MUMH

**Synopsis:** An interesting development in psychotherapy is the increasing move toward mindfulness; a practice taken from Vipassana Buddhism, as a psychotherapeutic technique in its own right. In this we have a particularly clear example of how the traditions of Buddhism and psychotherapy interrelate. If you type 'mindfulness' into an internet search engine it is a fascinating exercise to see how this One technique bridges not only Buddhism and psychotherapy, but also the broader field of spirituality

And therapy in general. With such an approach there is increasing common ground between Buddhism and psychotherapy. It is interesting to note that much of the criticism of these Third Wave therapies is because they are seen to parallel and draw from the mystical traditions of the East, and Buddhism in particular.

**Learning Objectives:** Upon completion of this course participants will be able to understand:

1. The Four Noble Truths: a diagnostic format to explain suffering and its cure
2. The Eightfold Path and the major schools of psychotherapy
3. Mindfulness in psychotherapy
4. Mindfulness practice

**CE:** 3 Category I

**Cost:** \$45 for members; \$65 for non-members

**#2790 LIVE WEBINAR – Supervision: Leading Through Strength-Based Approaches**

**Date:** Tuesday, October 26, 2021 12:30 – 4:15 pm (sign in from 12:30 – 1p.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed at the top of first page of Continuing Ed to be prepared**

**Presenters:** Shadiyah Anderson, LCSW-C  
Rehabilitation Specialist, National Pike Health Center  
Hope O'Hara, LCSW-C  
PRP Senior Rehabilitation Supervisor

**Synopsis:** In the role of a supervisor, social workers often oversee and lead supervisees with a variety of backgrounds, skill sets, and experiences. Many times it can feel tough to find your "niche" and feel comfortable being in a supervisory role. A few of the key points we will delve into are: supervision styles, learning how to lead and encourage supervisees, managing conflict, and best practices for determining appropriate disciplinary action when needed. This workshop will also assist participants in developing tools and skills for managing the various facets of being in a supervisory role. Workshop participants will be actively engaged in open discussions and activities created to increase personal awareness/biases, evaluating personal and professional skills useful to being a supervisor, and learning how to effectively utilize self-care to remain in the best state of mind to lead efficiently. As supervisors, we understand also the importance of working on a team where consistency and understanding/respecting other colleagues' skills sets are key. This workshop will explore how supervisors can work in conjunction with each other when there are both similarities and differences in supervision styles and skill sets, and how to create an atmosphere to discuss important topics that can effect supervisors in today's ever changing society. The presenters of this workshop have worked closely together for more than a year to create a cohesive, ethical, quality and growth driven team and seek to share their wealth of knowledge, experiences, and growth with other social workers.

**Learning Objectives:** As a result of this training, participants will:

1. Discover a supervisory style
2. Learn how to keep supervisees encouraged and engaged in their own professional growth
3. Learn to manage conflict, navigate different personalities, the difference between support vs. enabling, and how to manage dual relationships
4. Learn how to supervise staff in an ever changing environment (COVID-19, social injustices, political climate)

**CE:** 3 Category I

**Cost:** \$45 for members; \$65 for non members

**Please Note: This workshop qualifies for the MD BSWE's 3 hour supervision (for supervisors) requirement for license renewal**

**#2800 LIVE WEBINAR – Prosperity in Practice Training Series – Part 6 (morning) Take a Break: Ethical Separations in Private Practice**

**Date:** Monday, November 1, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC

**Synopsis:** Solid clinical practice requires practitioners to take off time to attend to personal and professional needs. However long-term or momentary separation from a private practice can create feelings of abandonment for clients or the fear of losing income for providers This webinar will follow ethical guidelines found in Maryland Board of Social Work Examiner Code of Ethics

Relevant Ethical Codes Covered: (Responsibilities to Clients 10.42.03.03 and Standards of Practice 10.42.03.06) to properly shut-down business and reduce disruption in ethical client care.

1. **Learning Objectives:** By the end of the training, participants will:
  1. Determine realistic fees to cover absences.
  2. Use Maryland Board of Social Work Examiners Code of Ethics, Chapter 3, to gain an understanding of client separation and its guidelines.
  3. Establish real procedures to plan and execute separation from private practice, such as professional wills, emergency coverage and routine absences.

**CE:** 1Category I

**Cost:** \$20 for members; \$25 for non-members

**Please Note: This workshop meets 1 of the 3 hour ethics requirement by the Maryland BSWE for license renewal.**

**#2801 LIVE WEBINAR – Prosperity in Practice Training Series – Part 6 (p.m. repeat) Take a Break: Ethical Separations in Private Practice**

**Date:** Monday, November 1, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed above**

**Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC

**Synopsis:** See description for #2800 above

**CE:** 1Category I

**Cost:** \$20 for members; \$25 for non-members

**Please Note: This workshop meets 1 of the 3 hour ethics requirement by the Maryland BSWE for license renewal.**



**#2791** **LIVE WEBINAR - General Supervision – Part 1 of 3\***  
**Date:** Thursday, November 4, 2021; 9:00 a.m. – 4:45 p.m. (login from 9:00 – 9:30 a.m.)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed at the top of first page of Continuing Ed to be prepared*

**Presenter:** Pamela Love Manning, MSW, Ph.D.  
 Certified coach, speaker, author, & founder, The Finishers Network  
**\*Please Note:** This is a two-day workshop with #2792-The Ethics of Supervision - Part 2 (3 hours) AND #2793-Advanced Supervision - Part 3 (3 hours) on Friday, November 5th. Attendees may register for Part 1, Part 2, OR Part 3 separately, but in order to earn the 12 hours of supervision necessary to become a board approved supervisor, attendance at all 3 workshops is required.  
**Synopsis:** This one day workshop consists of information, interactive activities, and engaging discussions designed to enhance general supervision skills. It is for new and aspiring supervisors, experienced supervisors/administrators who would like to enhance their supervisory knowledge, and social workers and other human service professionals who supervise other professionals working toward advanced licensure. Day one of the training provides an overview of supervision and the skills, attitudes, and resources necessary for effective supervision. You will also explore emotional intelligence and strategies for addressing generational differences in the workplace.

**Learning Objectives:**  
 1. To understand the role, function, and core competencies of effective supervisors.  
 2. To understand how leadership styles, generational differences, technology, and emotional intelligence affect workplace behavior and the climate/culture of an organization.  
 3. To understand the conduct, legal and regulatory issues of supervision.  
 4. To be able to apply theoretical models to supervision.

**CE:** 6 Category I  
**Cost:** \$90 for members; \$130 for non-members  
**Please Note: If the attendee completes both days (Parts 1, 2, AND 3-the full 12 hours) of this workshop, the Maryland Board of Social Work Examiners' 3-hour ethics requirement for license renewal will be met, and attendee will have met the Maryland BSWE's requirement to become a certified supervisor**

**#2792** **LIVE WEBINAR - The Ethics of Supervision – Part 2 of 3\***  
**Date:** Friday, November 5, 2021; 9:00 a.m. – 12:45 p.m. (login from 9:00 – 9:30 a.m.)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
 Read important information listed at the top of first page of Continuing Ed to be prepared

**Presenter:** Maxwell Manning, MSW, Ph.D.  
 Clinical Supervisor Consultant, Licensed Clinician, Life and Executive Coach and CEO International Leadership, Coaching and Mentoring, Inc.  
**\*Please Note:** This is Part 2 of a two-day workshop. Part 1, General Supervision #2791 (6-hours) will be held on Thursday, November 4th; Part 3, Advanced Supervision #2793 (3 hours) will be held on November 5th in the afternoon. You may register for Part 1, Part 2, or Part 3 separately but, in order to earn the 12 hours of supervision necessary to become a board approved supervisor, attendance at all 3 workshops is required.  
**Synopsis:** This half-day workshop consists of information, interactive activities, and engaging discussions designed to enhance clinical supervision skills. It is for new and aspiring supervisors, experienced supervisors/administrators who would like to enhance their supervisory knowledge, and social workers and other human service professionals who supervise other professionals working toward advanced licensure. It covers theoretical frameworks, information on conduct of supervision, and skills necessary for ethical supervision in accordance with regulations and best practices. Major changes were made to the Social Work Licensing Act in 2017. Recently the BSWE promulgated regulations to carry out the changes in the law. We will review the major changes in the statute and regulations that relate directly to supervision so the attendee will familiar with all requirements.

**Learning Objectives:** Upon completion of this course, participants will be able to:  
 1. Identify major changes in the SW Licensing Act  
 2. Understand the newly created status of LBSW and LMSW Independent practitioners  
 3. Understand their obligations as supervisees or supervisors  
 4. Recount their responsibilities for continuing education for license renewal  
 5. Know the difference between the NASW Code of Ethics and COMAR Ethics Regulations for Social Workers

**CE:** 3 Category I  
**Cost:** \$45 for members; \$65 for non-members  
**Please Note: This workshop meets the requirement for 3 hours of ethics OR 3 hours of supervision (for supervisors) required by the Maryland BSWE for license renewal.**

**#2793** **LIVE WEBINAR - Advanced Supervision – Part 3 of 3\***  
**Date:** Friday, November 5, 2021; 1:15 p.m. – 5:00 p.m. (login 1:15 – 1:45 p.m.)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed at the top of first page of Continuing Ed to be prepared*

**Presenter:** Maxwell Manning, MSW, Ph.D.  
 Clinical Supervisor Consultant, Licensed Clinician, Life and Executive Coach and CEO International Leadership, Coaching and Mentoring, Inc.  
**\*Please Note:** This is Part 3 of a two-day workshop. Part 1, General Supervision #2791 (6-hours) will be held on Thursday, November 4th; Part 2, The Ethics of Supervision #2792 (3 hours) will be held on Friday, November 5th in the morning. You may register for Part 1, Part 2, or Part 3 separately but, in order to earn the 12 hours of supervision necessary to become a board approved supervisor, attendance at all 3 workshops is required.

**Synopsis:** This workshop consists of information, interactive activities, and engaging discussions designed to enhance supervision skills. It is for new and aspiring supervisors, experienced supervisors/administrators who would like to enhance their supervisory knowledge, and social workers and other human service professionals who supervise other professionals working toward advanced licensure. The presenter covers theoretical frameworks, information on conduct of supervision, and skills necessary for ethical supervision in accordance with regulations and best practices.

**Learning Objectives:**  
 1. Understand the role, function, and core competencies of effective supervisors.  
 2. Understand how leadership styles, generational differences, technology, and emotional intelligence affect workplace behavior and the climate/culture of an organization.  
 3. Understand the conduct, legal and regulatory issues of supervision.  
 4. Be able to apply theoretical models to supervision.

**CE:** 3 Category I  
**Cost:** \$45 for members; \$65 for non-members

**Please Note: If the attendee completes both days (the full 12 hours) of this workshop, the Maryland Board of Social Work Examiners' 3-hour ethics requirement for license renewal will be met.**

**#2804** **LIVE WEBINAR – Prosperity in Practice Training Series – Part 7 (morning) Income and Debt Management in Private Practice**

**Date:** Monday, November 8, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed above*

**Presenter:** Dionne Brown Bushrod, LCSW-C  
 Owner, Prosperity Redefined, LLC  
**Synopsis:** Private practice is a business and a business needs income to thrive. This webinar addresses income and managing finances in private practice with an emphasis of financial solvency and client (customer) informed consent.

**Learning Objectives:** By the end of the training, participants will:  
 1. Increase comfort with managing finances and private practice.  
 2. Gain an understanding of start-up and ongoing expenses associated with private practice.  
 3. Learn how to set fees and avoid debt and develop financial policies for customers.

**CE:** 1 Category I  
**Cost:** \$20 for members; \$25 for non-members

**#2805** **LIVE WEBINAR – Prosperity in Practice Training Series – Part 7 (p.m. repeat) Income and Debt Management in Private Practice**

**Date:** Monday, November 8, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed above*

**Presenter:** Dionne Brown Bushrod, LCSW-C  
 Owner, Prosperity Redefined, LLC

**Synopsis:** See description for #2804 above  
**CE:** 1 Category I  
**Cost:** \$20 for members; \$25 for non-members

**#2794** **LIVE WEBINAR – Serving Those Who Serve: Understanding Mental Health Challenges Faced by Veterans**

**Date:** Monday, November 8, 2021; 5:00 p.m. – 8:45 p.m. (login from 5:00 – 5:30 p.m.)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
 Read important information listed at the top of first page of Continuing Ed to be prepared

**Presenter:** Dwayne L. Buckingham, Ph.D., LCSW-C, BCD  
 President & CEO, Buckingham Consulting Group, LLC  
**Synopsis:** With over 18.8 million veterans in the United States, healthcare organizations such as the VA and mental health professionals such as social workers must develop more advanced treatments and expand access to serve them. Veterans depend on healthcare providers to give quality treatment, and research indicates the best way to do so is by developing a deeper understanding of the complex needs and mental health challenges they face. Social workers and other mental health professionals must constantly push themselves to develop the proper knowledge and skills required to help veterans feel better faster. This workshop gives attendees a better understanding about how military service can impact the lives of those who serve. It provides an overview of military service to include jobs, duties, and responsibilities that contribute to the development of common disorders and psychological stressors such as Adjustment Disorder, Post Traumatic Stress Disorder, and Major Depressive Disorder. Participants will acquire greater competency in working with veterans by learning about common mental illnesses faced by this vulnerable population, and by discussing interventions and resources that can empower veterans to live healthy and happy lifestyles.

**Learning Objectives:** At the conclusion of this webinar participants will be able to:  
 1. Define what it means to be a veteran and serve.  
 2. Describe jobs, duties and responsibilities that contribute to the development of common disorders associated with military service.  
 3. Explain post-traumatic stress disorder (PTSD) and other mental health issues.  
 4. Identify reintegration difficulties.  
 5. Develop knowledge of evidenced-based PTSD interventions that are designed to address the unique needs of this high-risk population and their family members.

**CE:** 3 Cat.1  
**Cost:** \$45.00 for members; \$65 for non-members

**#2795** **LIVE WEBINAR - Spirituality, Religion, and Faith and the Delivery of Culturally Responsive Social Work (Ethics)**

**Date:** Friday, November 12, 2021; 9:00 a.m. – 12:45 p.m. (login from 9:00 – 9:30 a.m.)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
*Read important information listed at the top of first page of Continuing Ed to be prepared*

**Presenter:** Gisele Ferretto, MSW, LCSW-C  
 Clinical Instructor, UMSSW  
**Synopsis:** As social workers strive toward increasing their cultural competence it is necessary to explore the spiritual dimension that is often part of the human experience. This workshop will focus on strategies for social workers to invite clients to discuss the role of spirituality and religious practices in their lives. In addition, social workers' personal bias will be explored to maximize the effect of their work with various religious cultures. Relevant ethics content covered includes: COMAR 10.42.03; Health Occupations § 19-311(15); NASW Code of Ethics (2017) 1.05, 1.12, 2.01, 4.02, and 4.03.

**Learning Objectives:** Participants will:  
 1. Develop a Cultural Competence Self-assessment  
 2. Explore role of ethics when delivering services to religiously and philosophically diverse clients  
 3. Learn strategies to create an environment that is welcoming, respectful, religiously and philosophically diverse  
 3. Consider different ideas about the role of religious and philosophical expression on those we serve and its impact on the helping process  
 4. Explore the impact on the casework process from engagement to closing.

**CE:** 3 Category I ETHICS CEUs  
**Cost:** \$45 for members; \$65 for non-members

**Please Note: This workshop meets the requirement for 3 hours of ethics required by the Maryland BSWE for license renewal.**



**#2806 LIVE WEBINAR – Prosperity in Practice Training Series – Part 8 (morning) 11 months, 11 Potential Ethical Violations in Private Practice****Date:** Monday, November 15, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed above****Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC**Synopsis:** The combination of unstable income, isolation, and pandemic fatigue can create multiple dilemmas in client interactions leading to curious or even dangerous conflict. This webinar will address 11 potential dilemmas in working with clients by using Maryland Board of Social Work Examiners Code of Ethics, specifically delving into Relationships and Responsibilities to Clients, 10.42.03.05 and 10.42.03.03, respectively.**Learning Objectives:** By the end of the training, participants will:

1. Develop understanding while determining ethical violations.
2. Create a self-test to gauge ethical considerations.

**CE:** 1 Category I**Cost:** \$20 for members; \$25 for non-members**Note: This workshop meets 1 of the 3 hours of ethics required by the Maryland BSWE for license renewal.****#2807 LIVE WEBINAR – Prosperity in Practice Training Series – Part 8 (p.m. repeat) 11 months, 11 Potential Ethical Violations in Private Practice****Date:** Monday, November 15, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed above****Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC**Synopsis:** See description for #2806 above**CE:** 1 Category I**Cost:** \$20 for members; \$25 for non-members**Note: This workshop meets 1 of the 3 hours of ethics required by the Maryland BSWE for license renewal.****#2808 LIVE WEBINAR – Prosperity in Practice Training Series – Part 9 (morning) Marketing a Private Practice During the Holiday Season****Date:** Monday, November 29, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed above****Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC**Synopsis:** For almost two years, clinical social workers in private practice needed to pivot their business plans to reach more clients; thus, providers' expertise and interests have changed. This webinar offers a look at creating marketing plans based on developing trends since the COVID 19 pandemic.**Learning Objectives:** By the end of the training, participants will:

1. Increase marketing confidence in changing times.
2. Finesse or discover clinical niche.

**CE:** 1 Category I**Cost:** \$20 for members; \$25 for non-members**#2809 LIVE WEBINAR – Prosperity in Practice Training Series – Part 9 (p.m. repeat) Marketing a Private Practice During the Holiday Season****Date:** Monday, November 29, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed above****Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC**Synopsis:** See description for #2808 above**CE:** 1 Category I**Cost:** \$20 for members; \$25 for non-members**#2810 LIVE WEBINAR – Prosperity in Practice Training Series – Part 10 (morning) Private Practice Building for 2022****Date:** Monday, December 6, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed above****Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC**Synopsis:** Before building a private practice, it is good practice to examine the skill set needed for self-employment then bring forth the vision of a private practice requires a solid foundation.**Learning Objectives:** By the end of the training, participants will:

1. Combine social work skills and business skills to create vision for a private practice.
2. Learn how to write a simple business plan.
3. Become familiar with the required federal and state tax-based structures to create a business in Maryland.

**CE:** 1 Category I**Cost:** \$20 for members; \$25 for non-members**#2811 LIVE WEBINAR – Prosperity in Practice Training Series – Part 10 (p.m. repeat) Private Practice Building for 2022****Date:** Monday, December 6, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed above****Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC**Synopsis:** See description for #2810 above**CE:** 1 Category I**Cost:** \$20 for members; \$25 for non-members**#2797 LIVE WEBINAR – Effects of Parental Substance Abuse on Children & Extended Families****Date:** Wednesday, November 29, 2021; 8:30 a.m. – 1:15 p.m. (login from 8:30 - 9 am)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed above****Presenter:** Veronica Cruz, LCSW-C  
CEO, Cruz and Associates, LLC**Synopsis:** According to the Department of Health and Human Services 21 million American adults abuse alcohol and as a consequence 40 million children live in homes where the primary caretaker is addicted to alcohol or other drugs. While addiction is high, it is estimated that only one in ten people receive treatment. As a result, children are often the silent victims and extended families must often step in to alleviate the situation. This workshop will explore the collateral consequences of parental substance and how it affects Children of alcoholics and other substance abusers (COA/COSA). Various issues will be discussed including but not limited to behavioral, medical/psychiatric, educational and emotional consequences of addiction. Current research will be explored, and participants will be able to articulate the importance of understanding emerging family structures, dual exposure to domestic violence and addiction and treatment interventions. The presenter is a bi-cultural forensic social worker specialized in criminal defense mitigation, dual diagnosis, crisis intervention, addictions, trauma, and working with diverse ethnic groups. This is an interactive workshop where case vignettes will be presented and discussed to enhance the learning experience.**Learning Objectives:** Upon completion of this advanced course, participants will be able to:

1. Understand and explore the collateral consequences of parental substance abuse on Children of alcoholics and other substance abusers (COA/COSA).
2. Increase one's knowledge of comorbidity among this population to include but not limited to mental illness, addiction and/or medical conditions.
3. Articulate emerging trends in family structure, and how to incorporate that in the treatment process.
4. Identify the impact of dual exposure to domestic violence and addiction.
5. Define various treatment techniques and modalities that are effective in working with this population.

**CE:** 4 Category I CEUs**Cost:** \$60 for members; \$85 for non-members**#2812 LIVE WEBINAR – Prosperity in Practice Training Series – Part 11 (morning) Private Practice Analysis and Tax Prep for 2022****Date:** Monday, December 13, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed above****Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC**Synopsis:** There have been continual pivots in private practice, alongside balancing crucial information to keep businesses afloat, which creates a continual existence of overload. This workshop will bring forth lessons learned in private practice as an opportunity to make sure business and clinical goals are in alignment to help start the new year through a fresher lens.**Learning Objectives:** By the end of the training, participants will:

1. Create strong clinical and financial documentation that address changing clinical and business needs.
2. Discover common income tax considerations for private practice.

**CE:** 1 Category I**Cost:** \$20 for members; \$25 for non-members**#2813 LIVE WEBINAR – Prosperity in Practice Training Series – Part 11 (p.m. repeat) Private Practice Analysis and Tax Prep for 2022****Date:** Monday, December 13, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed above****Presenter:** Dionne Brown Bushrod, LCSW-C  
Owner, Prosperity Redefined, LLC**Synopsis:** See description for #2812 above**CE:** 1 Category I**Cost:** \$20 for members; \$25 for non-members**#2803 LIVE WEBINAR – Navigating Ethical Boundaries with Clients and Peers****Date:** Friday, December 10, 2021; 9:00 a.m. – 12:45 p.m. (login from 9:00 – 9:30 a.m.)**Location:** Live, Interactive, Real-Time Webinar. No physical location**Read important information listed at the top of first page of Continuing Ed to be prepared****Presenter:** Gisele Ferretto, MSW, LCSW-C  
Clinical Instructor, UMSSW**Synopsis:** This three-hour workshop is focused on the development of strategies to address the common, yet complex ethical issues concerning boundaries that social workers face in their practice. Content will cover the following topics: establishing and maintaining ethical boundaries; different types of boundaries; and the impact of boundaries on practice and client outcomes. Current legal references will be provided concerning relevant statutes and the ethical codes of practice for social workers. Risk management strategies will also be identified. This three-hour workshop will satisfy the three Ethics CEU BSWE requirements. Relevant ethics content covered includes: COMAR 10.42.03.03; COMAR 10.42.03.04; NASW Code of Ethics (2017) 1.01, 1.02, 1.03, 1.05, 1.06, 1.09, 1.12, 2.01, 2.02, 2.04, 2.06, 2.07, 3.09, 4.03.**Learning Objectives:** Participants will:

1. Examine the Use of Professional Self when maintaining appropriate professional boundaries.
2. Explore the concepts of personal self, including subjugated self and privileged self for establishing professional boundaries.
3. Explore role of ethics when delivering services to diverse clients and working with diverse co-workers.
4. Review the Maryland statutes and regulations that govern boundaries and ethical professional behavior including Health Occupations §19 Social Workers and 10.42.03.
5. Learn strategies to establish boundaries and create an environment that is welcoming, respectful, therapeutic, and effective.

**CE:** 3 Category I ETHICS CEUs**Cost:** \$45 for members; \$65 for non-members**Please Note: This workshop meets the requirement for 3 hours of ethics required by the Maryland BSWE for license renewal.**



# Continuing Education Registration Form

Please mail this form with your check made payable to NASW-MD, 5750 Executive Drive, Suite 100, Baltimore, MD 21228. Lunch is not provided for day-long workshops unless otherwise stated. If you would like to receive an email confirmation of your registration, please include your email address on this registration form. NASW-MD reserves the right to cancel any workshop for poor registration. Refunds for workshops canceled by NASW-MD will be mailed within 3 weeks. Please see full refund/cancellation policies on the first page of the continuing education schedule. Workshop fee includes certificate. If you arrive late to a workshop or conference your certificate will be adjusted to reflect time missed. Please Note: We do not accept faxed registrations.

**PLEASE NOTE: NASW-MD reserves the right to cancel workshops due to low registration.**

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

Street Address: \_\_\_\_\_

City, State, ZIP \_\_\_\_\_

Email: \_\_\_\_\_

NASW Membership #: \_\_\_\_\_

Email: \_\_\_\_\_

Total \$ \_\_\_\_\_ Check amt. \$ \_\_\_\_\_ (check payable to NASW-MD)

Credit card payment:  Mastercard  VISA  Discover

Credit card number: \_\_\_\_\_

Exp. Date: \_\_\_\_\_ CVV Code: \_\_\_\_\_

Name on card: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

- \$ \_\_\_\_\_ 2663 LIVE WEBINAR - Introduction to Special Education for Social Workers
- \$ \_\_\_\_\_ 2702 LIVE WEBINAR – Buddhism & Psychotherapy
- \$ \_\_\_\_\_ 2703 LIVE WEBINAR - Teaching Clients Mindful Living Skills
- \$ \_\_\_\_\_ 2756 LIVE WEBINAR - Ethical Considerations /Strategies ...Confidentiality
- \$ \_\_\_\_\_ 2757 LIVE WEBINAR - Understanding Roles/Cognitive Distortions & Defense Mechanisms
- \$ \_\_\_\_\_ 2758 LIVE WEBINAR - Leading by Example: Navigating the Internal...SW Supervisor
- \$ \_\_\_\_\_ 2759 LIVE WEBINAR - PinP Training Series Part I (AM) Managing Income Private Practice
- \$ \_\_\_\_\_ 2760 LIVE WEBINAR - PinP Training Series Part I (PM) Managing Income Private Practice
- \$ \_\_\_\_\_ 2761 LIVE WEBINAR - Ethical Issues When Making Reports of Child Maltreatment or Harm

- \$ \_\_\_\_\_ 2762 LIVE WEBINAR - Youth & Addiction: Exploring Interventions/Treatment Modalities
- \$ \_\_\_\_\_ 2763 LIVE WEBINAR - Creative Approaches to Supervision
- \$ \_\_\_\_\_ 2764 LIVE WEBINAR - PinP Training Series Part 2 (AM) Pros Cons & How: Working ...
- \$ \_\_\_\_\_ 2765 LIVE WEBINAR - PinP Training Series Part 2 (PM) Pros Cons & How: Working ...
- \$ \_\_\_\_\_ 2766 LIVE WEBINAR - PinP Training Series Part 3 (AM) Working w/OON & Private Fee
- \$ \_\_\_\_\_ 2767 LIVE WEBINAR - PinP Training Series Part 3 (PM) Working w/OON & Private Fee
- \$ \_\_\_\_\_ 2768 LIVE WEBINAR - PinP Training Series Part 4 (AM) Which Clinical Forms in Library
- \$ \_\_\_\_\_ 2769 LIVE WEBINAR - PinP Training Series Part 4 (PM) Which Clinical Forms in Library
- \$ \_\_\_\_\_ 2770 LIVE WEBINAR – Use of Creative Arts in Therapy
- \$ \_\_\_\_\_ 2771 LIVE WEBINAR – Silent Pain: Being Black and Dealing w/Intimate Partner Violence
- \$ \_\_\_\_\_ 2772 LIVE WEBINAR – Emotional Intelligence: How to Usit it To Combat Racism Pandemic
- \$ \_\_\_\_\_ 2774 LIVE WEBINAR – Flawless Case Management & Art of Writing Case Notes
- \$ \_\_\_\_\_ 2775 LIVE WEBINAR – Trauma and Mindfulness
- \$ \_\_\_\_\_ 2776 LIVE WEBINAR – Speak Up! Powerful Public Presentations
- \$ \_\_\_\_\_ 2777 LIVE WEBINAR – Supervision Strategies for Development of Competent SWs Pt.1
- \$ \_\_\_\_\_ 2778 LIVE WEBINAR – Incorporating Ethical Strategies in Practice &Supervision Part 2
- \$ \_\_\_\_\_ 2779 LIVE WEBINAR –Supervising for Culturally Responsive SW Practice Part 3
- \$ \_\_\_\_\_ 2780 LIVE WEBINAR - Facilitating In-Person/ Virtual Sessions with At-Risk Populations
- \$ \_\_\_\_\_ 2781 LIVE WEBINAR - The Journey Through Grief and Loss
- \$ \_\_\_\_\_ 2782 LIVE WEBINAR - The Vital Role of Social Workers in the Criminal Legal System
- \$ \_\_\_\_\_ 2783 LIVE WEBINAR - Creative Report Writing to Capture the Journey of Clients'...
- \$ \_\_\_\_\_ 2784 LIVE WEBINAR - What Do You Mean I Have to Leave? Retirement Exit...
- \$ \_\_\_\_\_ 2785 LIVE WEBINAR - Stigma & Practice Impact through an Ethics Lens
- \$ \_\_\_\_\_ 2786 LIVE WEBINAR - Intersections in Care Ethical Considerations/ LGBTQIA+ Adolescent
- \$ \_\_\_\_\_ 2787 LIVE WEBINAR - Ethics in Working With Older Adults Who Hoard
- \$ \_\_\_\_\_ 2788 LIVE WEBINAR - Practice & Ethical Consideration: Organizational Ethics
- \$ \_\_\_\_\_ 2789 LIVE WEBINAR - Ethics/Working w/Women/Intersection of Poverty Incarceration
- \$ \_\_\_\_\_ 2790 LIVE WEBINAR – Supervision: Leading Through Strength-Based Approaches
- \$ \_\_\_\_\_ 2791 LIVE WEBINAR – General Supervision
- \$ \_\_\_\_\_ 2792 LIVE WEBINAR – Ethics & Supervision
- \$ \_\_\_\_\_ 2793 LIVE WEBINAR – Advanced Supervision
- \$ \_\_\_\_\_ 2794 LIVE WEBINAR – Serving Those Who Serve: Understanding Mental Health..Veterans
- \$ \_\_\_\_\_ 2795 LIVE WEBINAR – Spirituality Religion/ Faith & Delivery of Culturally Responsive...
- \$ \_\_\_\_\_ 2797 LIVE WEBINAR – Effects of Parental Substance Abuse on Children/Families
- \$ \_\_\_\_\_ 2798 LIVE WEBINAR - PinP Training Series Part 5 (AM) Safety in Private Practice
- \$ \_\_\_\_\_ 2799 LIVE WEBINAR - PinP Training Series Part 5 (PM) Safety in Private Practice
- \$ \_\_\_\_\_ 2800 LIVE WEBINAR - PinP Training Series Part 6 (AM) Take a Break: Ethical ...
- \$ \_\_\_\_\_ 2801 LIVE WEBINAR - PinP Training Series Part 6 (PM) Take a Break: Ethical ...
- \$ \_\_\_\_\_ 2803 LIVE WEBINAR – Navigating Ethical Boundaries with Clients and Peers
- \$ \_\_\_\_\_ 2804 LIVE WEBINAR - PinP Training Series Part 7 (AM) Income & Debt Management...
- \$ \_\_\_\_\_ 2805 LIVE WEBINAR - PinP Training Series Part 7 (PM) Income & Debt Management...
- \$ \_\_\_\_\_ 2806 LIVE WEBINAR - PinP Training Series Part 8 (AM) 11 months/ Potential Ethical...
- \$ \_\_\_\_\_ 2807 LIVE WEBINAR - PinP Training Series Part 8 (PM) 11 months/ Potential Ethical...
- \$ \_\_\_\_\_ 2808 LIVE WEBINAR - PinP Training Series Part 9 (AM) Marketing PP...Holiday Season
- \$ \_\_\_\_\_ 2809 LIVE WEBINAR - PinP Training Series Part 9 (PM) Marketing PP...Holiday Season
- \$ \_\_\_\_\_ 2810 LIVE WEBINAR - PinP Training Series Part 10 (AM) PP Building for 2022
- \$ \_\_\_\_\_ 2811 LIVE WEBINAR - PinP Training Series Part 10 (PM) PP Building for 2022
- \$ \_\_\_\_\_ 2812 LIVE WEBINAR - PinP Training Series Part 11 (AM) PP Analysis /Tax Prep for 2022
- \$ \_\_\_\_\_ 2813 LIVE WEBINAR - PinP Training Series Part 11 (PM) PP Analysis /Tax Prep for 2022

**Please know that you are ethically responsible for accurately reporting the number of continuing education hours you have earned. If you are attending an NASW-MD workshop and you are late, or have to leave early you are responsible for notifying the workshop coordinator. Your CE certificate will be adjusted to reflect the actual hours of attendance. Completing this registration form implies that you have been informed of this policy and your responsibility. Questions concerning registration? Call (410) 788-1066**

## CALL FOR PRESENTATIONS

# Annual Fall Clinical Conference and Macro Social Work Conference

**September 22-23, 2022**

at The Maritime Institute of Technology, 692 Maritime Blvd  
Linthicum Heights MD 21090

**Applicants must be graduate level social workers.  
NASW membership is encouraged but not required.**

### Instructors should submit following:

- Completed application form found on website at [www.nasw-md.org](http://www.nasw-md.org)
- A one-page description of proposed presentation (no more than 300 words) including workshop title/brief synopsis/3-5 learning objectives.
- If you have multiple presentations, please send all on one Word or Google document with name and contact information at top of page with every workshop title/synopsis/learning objectives and length of workshop (3 or 6 hours).
- Please include an outline of the presentation
- A vitae or resume.). Please make note of previous workshops you have presented, including workshop topic, date, and sponsoring organization.
- A headshot photo for newspaper and website. Does not have to be professional, but it cannot be a selfie or blurred.

**Email to: [jwilliams.naswmd@socialworkers.org](mailto:jwilliams.naswmd@socialworkers.org).**

**Please return by November 15, 2021**



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### Publication dates are:

Winter Edition (January-March) . . . . . Deadline: January 1  
Spring Edition (April-June) . . . . . Deadline: April 1  
Summer Edition (July-September) . . . . . Deadline: July 1  
Fall Edition (October-December) . . . . . Deadline: October 1

**FOR A PRICE QUOTE ON ADVERTISING call Daphne at (410) 788-1066, ext.16.**

## HELP WANTED

### EXECUTIVE DIRECTOR

#### NATIONAL ASSOCIATION OF SOCIAL WORKERS – MARYLAND CHAPTER

The National Association of Social Workers (NASW) is seeking an Executive Director for the Maryland Chapter. Applicants will possess strong nonprofit association management skills, a substantial knowledge of the social work profession, and a strong commitment to social work values. Applicants will also have leadership skills that engage, inspire, and mobilize the Association's membership.

NASW is the largest membership organization of professional social workers in the world, with over 100,000 members. The Maryland Chapter has almost 3,000 members statewide. NASW works to enhance the professional growth and development of its members, to create and maintain professional standards, and to advance sound and just social policies.

The position is for 37.5 hours per week with a competitive salary plus excellent benefits, including health and life insurance, and retirement. The Chapter Executive Director reports to the NASW Deputy Director of Chapter Operations at the National Office and is accountable to the Maryland Chapter Board of Directors. Travel across the state of Maryland is a required component of the position.

#### Minimum Qualifications:

- Bachelor's degree required; MSW preferred
- Minimum 3 years of senior management or administrative experience; nonprofit experience is plus
- Leadership experience working and collaborating with professional or non-profit organizations and their volunteer Boards
- Demonstrated ability to work independently while meeting organizational goals and timelines
- Exceptional management and administrative skills with oversight of multiple programs
- Exceptional written and oral communications skills
- Strong organizational abilities, including planning, delegating, program development and task facilitation
- Strong financial management skills, including budget preparation, analysis, decision making, and reporting

#### Desired Qualifications:

- Professional Social Worker with MSW
- NASW member or join upon employment
- Experience in membership recruiting, engagement, and support
- Previous success in establishing relationships with individuals and organizations of influence including, funders, volunteers, and partner organizations
- Strong public speaking ability: Ability to envision and convey the organization's strategic future to the staff, volunteers, and members
- Experience in writing and applying for grants, and grant implementation and evaluation
- Demonstrated program development and implementation experience
- Experience and skills in the areas of public policy, advocacy and the legislative process
- Ability to manage administrative tasks in conjunction with the NASW National Office
- Experience in fundraising
- Experience working with social media
- Proficiency with MS Office products software, including Word, Excel, Publisher and PowerPoint, as well as working in the online/"cloud" environment.

Only electronic applications will be accepted. Applicants will email a cover letter and résumé addressing above qualifications to: [mthomason.nasw@socialworkers.org](mailto:mthomason.nasw@socialworkers.org). Subject title "Maryland Executive Director"

NASW-MD is an equal opportunity employer, committed to a policy of equal opportunity and non-discrimination. Applicants from diverse communities are encouraged to apply.

#### GAUDENZIA IS HIRING

Addiction Counselors and Directors at all levels in our Maryland Programs. Seeking the following credentials: LCPC, LCADC, LCSW-C, LGADC, LGPC, LICSW/LCSW, CSC-AD and CAC-AD. Supervisory letter preferred for all Clinical Director positions. We offer a generous compensation and benefits package with sign-on bonus! All applicants must possess the required licensure and/or certification.

Apply today! <https://careers-gaudenzia.icims.com/jobs>

#### GERMANNA CARES SOCIAL WORKER/GREAT EXPECTATIONS COACH (VIRGINIA)

Germannanna is seeking a Social Worker to support the College's goal to eliminate barriers to access and success for all students. The purpose of the position is to coordinate intervention programming and community referrals to address external barriers and promote student success. The position facilitates identification of students with basic needs insecurity that can impact academic achievement. The social worker will coordinate programming and referrals, and assess intervention effectiveness in collaboration with the College Care Team. This position is specifically assigned to oversee a program that is designed to assist foster care youth and students who were formerly in foster care. Required Qualifications: Master's degree in Social Work or related discipline. Experience working with diverse populations. For more information:

<https://jobs.vccs.edu/postings/34153> An EEO Employer

#### THERAPIST URGENT CARE

Arundel Lodge, Inc. is a Behavioral Health Agency located in Edgewater, MD. Urgent Care Therapist will provide crisis intervention and de-escalation. Works with diverse populations, demographics, and age groups to provide collaborative care. Responsible for the provision of psychotherapy and care coordination services including, but not limited to, assessments, treatment planning, discharge planning and coordination of care, case management functions, and provision of individual/family and group therapy. Maryland licensure LMSW or LGPC is required, LCSW-C or LCPC is preferred. Minimum of two years experience required. Apply <http://www.arundelodge.org/career-opportunities>

#### LICENSED MENTAL HEALTH THERAPISTS

Your Health Concierge, Inc., located in the DMV, has multiple openings for full-time or part-time licensed mental health therapists (LCSW, LICSW, LMFT, LPC) to join our fast-growing wellness team and provide a variety of therapies for adults over the age of 18. We are a compassionate, multi-disciplinary group who work with clients using a motivational approach to behavior change. In addition to our clinical practice, we have a Center for Wellness Training that offers CE credits for professionals and workshops for the public.

We are an excellent fit for therapists wanting flexible hours. As COVID-19 restrictions are lifted we will return to office space in Washington DC, Bethesda, MD and Ballston, VA.

Our therapists accept all the major insurers. Compensation is dependent upon qualifications and client load. Active licensure in DC, MD and/or VA is required for licensed professionals.

Please send resume and proof of licensure in DC, MD, or VA to: [pharper@yourhealthconciierge.org](mailto:pharper@yourhealthconciierge.org) Visit us at: <https://www.yourhealthconciierge.org/>

#### LCSW-C

PsychoGeriatric Services is a growing, clinician-owned, multi-disciplinary behavioral health practice seeking FT/PT LCSW-Cs to provide mental health services to long-term care facilities throughout Maryland. Flexible scheduling weekdays, no evening or weekend work. FT LCSW-Cs can earn up to \$90,000 /year with excellent benefits. Email resume to [recruitment@pgs-nhcare.com](mailto:recruitment@pgs-nhcare.com) or call 301-593-1315 x2 for more information.

#### LCSW-C PASADENA/SEVERNA PARK

Growing psychotherapy practice seeking full and part time LCSW-C, LCPC, and Ph.D. therapists to join our team. Full administrative, credentialing, and billing services provided. Receive bi-weekly pay independent of insurance reimbursement. Bright and inviting office space in Northern Anne Arundel County. Establish your own schedule. Day, evenings and weekends available. Please forward resume to [jknuedler@center4counseling.com](mailto:jknuedler@center4counseling.com). Contact 410 360-4774 with questions.

#### LCSW-C SOUTHWEST BALTIMORE

Child/Adolescent psychologist, LCSW-C or LCPC to lead school-based mental health program. Southwest Baltimore Charter School ([sbcschool.org](http://sbcschool.org)) is seeking a dynamic mental health professional to lead our student support program. Responsibilities include overseeing the support team, developing a service delivery model and providing individual/group therapy to students. Qualifications:

- An active MD license in clinical psychology, social work or counseling (e.g., Ph.D./Psy.D., LCSW-C or LCPC)
- Training and experience in evidence-based assessment and treatment with youth who experience adversity
- Experience in a school setting
- Understanding of program evaluation and research
- A commitment to cultural competence

Contact Erika Brockman at [EBrockman@bcps.k12.md.us](mailto:EBrockman@bcps.k12.md.us) for full description of this 12-month position, with health and retirement benefits, to begin in July/August 2021.

#### LCSW- CS/LMSWS

Addiction Counselors and Directors at all levels in our Maryland Programs. Seeking the following credentials: LCPC, LCADC, LCSW-C, LMSW, LGADC, LGPC, LICSW/LCSW, CSC-AD and CAC-AD. Board approved supervisors preferred for all Clinical Director positions. We offer a generous compensation and benefits package with sign-on bonus! All applicants must possess the required licensure and/or certification.

Apply today! <https://careers-gaudenzia.icims.com/jobs>

#### SIGNING BONUS FOR FT - LCSW-C/ EASTERN SHORE

Shore Neurocognitive & Behavioral Health, LLC is seeking a fully licensed psychotherapist at the Masters or Doctoral level to join our vibrant and growing practice serving the Eastern Shore of Maryland. This is a full time, salaried position with signing bonus; we also have contract positions for clinicians seeking part-time opportunities.

Located in Easton, Maryland. We are a behavioral health practice focused on the issues adults face as they age; typical caseload is adults age 35+. We provide treatment both in office and via telehealth. Our caring team of professionals provide psychotherapy, memory screening, and neuropsychological assessments. Our nurse practitioner provides medication management for our clients. We plan to expand our therapeutic offerings as our team expands, based on therapists' interest and expertise.

Clinical skills paramount, ability to contribute meaningfully to a group, enthusiasm, and ability to work independently are all important. High level of professionalism and organizational skills required, good communication essential. This job is an opportunity to work in a family friendly, lively and supportive environment.

Applicants should hold a Maryland license: LCSW-C or PhD/PsyD (Psychology) preferred. CNS (Clinical Nurse Specialist) and LCPC with psychotherapy experience will be considered. Applicants with least one year of experience at their current licensure level preferred.

Please submit a letter of interest, resume, and references to [bethpo@snhealth.net](mailto:bethpo@snhealth.net)

#### SOCIAL WORKER OR PROFESSIONAL COUNSELOR

Center for Child and Family Traumatic Stress. Working with children, adults, and families.

LCSW-C or LCPC and 2 years' clinical experience.

\$2,500 sign-on bonus

[www.careers.kennedykrieger.org](http://www.careers.kennedykrieger.org)

# CLASSIFIEDS

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## HELP WANTED

### SOCIAL WORKER

Social Work Department-Working with children, adolescents, adults, and families. Opportunities to develop expertise in focused areas of treatment. LCSW-C or LMSW and clinical experience. \$2,500 sign-on bonus  
www.careers.kennedykrieger.org

### LICENSED SOCIAL WORKERS

Seeking 2 full-time Social Workers for our Good Samaritan Hospital and Union Memorial Hospital locations in Baltimore, Maryland. Must have a Master's degree in Social Work from a school accredited by the Council of Social Work. One year of social work or related experience, preferably in a medical/health setting. Must have a Social Worker license in the State of Maryland. CPR/BLS preferred.

Please contact Tina Glitz, Recruiter for more information regarding these opportunities at tina.m.glitz@medstar.net

### LMSW, LCSW OR LCSW-C (EASTON, MD)

UM Shore Regional Health is seeking a full-time Social Worker. Requires MSW and current license by Maryland Board of Social Workers as LMSW or higher. One year experience as a Social Worker preferred. Apply at <https://jobs.umms.org/job/12424206/social-worker-easton-md/> EOE/AA

### LMSW AND LCSW-CS

Family Visions, LLC is hiring Therapists for a OMHC in Pikesville. Program hours are 9-7. Resumes may be sent to t.ownerfva@yahoo.com. Clinical supervision will be provided.

### COMMUNITY SOCIAL WORKER

The Jewish Federation of Howard County is seeking a Full-time (Preferably) or Part-time experienced Community Social Worker. The community social worker will assess the needs of individuals seeking social services who approach the JFHC, as well as those seeking financial assistance to meet acute needs through the Jewish Emergency Network (JEN).

Qualifications and Skills:

- LMSW required; LCSW-C ideal
- Minimum 3 - 5 years' experience in the social worker field
- Ability to work with volunteers and community leadership

To apply: <https://us60.dayforcehcm.com/CandidatePortal/en-US/associated/Site/ASSOCANDIDATEPORTAL/Posting/View/1369>

### NORTH AVE. MISSION COORDINATOR & RED SHED VILLAGE CARE GUIDE (BALTIMORE)

We are seeking a capable, motivated individual who will work as part of a collaborative Care Team to co-create, alongside the community, a safe and healthy, trauma-informed, harm-reduction-based environment, and assist in coordinating NAM weekly activities. The North Ave Mission Coordinator and Village Care Guide will provide counsel, support, and connection to resources for residents at Red Shed Village and North Ave Mission members, and guide and collaborate with the Village Caretaker, Community Manager, and Head Steward. With the Care Team, they will also assist to simplify and formalize routine tasks and oversee volunteers related to weekly activities. The position includes some administration and reports to the Pastor. LCSW-C or LMSW preferred. 30 hours per week. Please see full job description at: <http://bit.ly/NAMSocialWorker>

### LMSW/LCSW-C

Wise Mind LLC, a group private practice, located in Baltimore County is currently accepting applications for LMSW, LCSW-C. We offer flexible hours, telehealth, and in-person sessions. You will receive administrative support, clinical supervision, and/or case consultation. Email [admin@wmcounseling.com](mailto:admin@wmcounseling.com).

### FT & PT THERAPISTS

Seeking FT and PT Therapists @ Sheppard Pratt, one of the top behavioral health organizations in the country. Are you a Maryland licensed mental health professional and experienced therapist looking to provide therapy?

Services can be provided in person or by Teletherapy. Stay safe, support clients via a HIPAA Zoom platform, and be part of a clinical team. We provide all client referrals, training, billing, and supervision.

You will be part of a well-run, accredited, fee-for-service organization.

Requires:

- A Master's degree, clinical experience, and licensure in Maryland
- Professional ability, experience and interpersonal skills to provide psychotherapy

Please visit <https://www.sheppardpratt.org/careers/> for more information.

Resumes can be forwarded directly to [ryan.webb@sheppardpratt.org](mailto:ryan.webb@sheppardpratt.org) for consideration.

### MSW/LMSW

Martin's House & Barn is seeking an MSW/LMSW to join our organization in rural Ridgely, MD, \$50K+ (DOE), excellent benefits. Website: [www.martinshouseandbarn.org](http://www.martinshouseandbarn.org). If interested, please contact Ms. Cooper-Rodriguez at 510-350-6249.

### LMSW

Mays Family Therapy LLC is a growing and established private practice, seeking PT licensed social work therapists. Clinical responsibilities include the provision of counseling services. Clinical Supervision and

competitive compensation.

Email: [Drcross2015@gmail.com](mailto:Drcross2015@gmail.com)

Website: [www.maysfamilytherapy.com](http://www.maysfamilytherapy.com)

### WELLPATH IS HIRING! (FREDERICK COUNTY)

Wellpath needs a licensed Social Worker at Frederick County Adult Detention Center. LCSW, LPC, LMSW, or similar licenses required. Wellpath offers great career paths and extensive benefits package! All applicants must possess required license.

Apply today at [Wellpathcare.com](http://Wellpathcare.com)

### WELLPATH IS HIRING (WICOMICO COUNTY)

Licensed Social Worker is needed at Wicomico County Detention. Seeking the following licenses: LSCW, LPC, LMSW or similar. Wellpath offers competitive compensation and great benefits. All applicants must be licensed. It's a great way to serve.

Apply today at [wellpathcare.com](http://wellpathcare.com)

## FOR RENT

### MT. WASHINGTON/BALTIMORE

Office available in suite of 5 mental health professionals in Mt. Washington Village. Includes parking space, shared waiting room, restroom, storage. \$540/month includes utilities. Call 410-852-8404 or [DinahMiller@yahoo.com](mailto:DinahMiller@yahoo.com).

### WHITE OAK/SILVER SPRING

Spacious, well-appointed office spaces for part-time or flexible sublet in welcoming professional suite. Free parking, near 495/29/695. Contact Dr. Anne Regan at 301-989-9145 or [aregan@verizon.net](mailto:aregan@verizon.net)

### PIKESVILLE

Attractive, spacious, professional office space available for rent in 4 office suite w/ waiting room. Large, windowed, affordable, private office. Established mental health practice. Elevator building, handicap accessible, free parking, near public transportation. Call 443-844-9165

### ELLICOTT CITY/WAVERLY WOODS/COLUMBIA/GLENELG:

near Rt. 70, RT. 32 and Rt. 29. Office and Group room is in a beautiful suite ready for Daily and Hourly rentals. Includes large fully furnished offices with 2 windows, Chairs for groups, large beautifully decorated waiting room, receptionist/file room, 2 bathrooms, kitchen and a warm community of other therapists (including a psychiatrist) who cross refer. WiFi and fax available. Free ample parking. Great option to hold telehealth sessions. Contact [Jenniferplassnig@gmail.com](mailto:Jenniferplassnig@gmail.com) or call 410-203-2411

### COLUMBIA

1 or 2 windowed offices (\$550/650) including utilities & conference room use in 11-office, 1-story condo in park-

like setting. HVAC ionization deemed effective for COVID 19. Networking w/ psychologists & other professionals. Full-size kitchen, large waiting areas with air purifiers & bathrooms. High-speed wireless internet available. Near routes 29 & 175- easy access from 95. Contact Julie Morrison at 410-952-9574 [jm@drjuliemorrison.com](mailto:jm@drjuliemorrison.com).

### OWINGS MILLS

Quiet and comfortable shared fully furnished office space for rent. Agreements offered for full-time, part-time use of the space with no long-term commitments. Great amenities. Please email [admin@wmcounseling.com](mailto:admin@wmcounseling.com) for more information or to schedule a tour.

### CATONSVILLE

Furnished office available in professional building. Easy access from I-695. First floor office, shared waiting room. Free parking. Available for use Sunday, Monday, Thursday and Friday. Call (410) 489-5090.

### COURTHOUSE SQUARE OFFICE COMPLEX - ELLICOTT CITY

The Courthouse Square Office Complex is located close to Old Town Ellicott City. The complex offers a tranquil atmosphere with its architecture and serene setting. Our leasing options include furnished and unfurnished offices, internet, conference rooms, and more. Please contact Karen at 410-203-2300 for more information and pricing. [karenfurbee@gmail.com](mailto:karenfurbee@gmail.com).

## SERVICES

### CLINICAL SUPERVISION

Experienced clinical supervision for all licensure levels in Maryland and DC. Clinical experience working with adults, adolescents, and families in various settings. If you are in need of supervision hours contact Joyce Ericson, LICSW, LCSW-C at [districtwellnessconsulting@gmail.com](mailto:districtwellnessconsulting@gmail.com) or visit [www.districtwellness.org](http://www.districtwellness.org) for more details.

### SUPERVISION

Restoration Center, Inc. provides group and individual supervision for all licensure levels, specializing in the integration of spirituality and religion into clinical practice. For more information, email: [info@iwanttoberestored.com](mailto:info@iwanttoberestored.com)

### CLINICAL SUPERVISION

Clinical Supervision starting at \$70/hr tele-or in person located in Owings Mills, Maryland. Email [admin@wmcounseling.com](mailto:admin@wmcounseling.com) for more information.

### CLINICAL SUPERVISION

Experienced clinical supervision for all licensure levels in Maryland and DC. Advanced supervision/coaching in supervision/management, co-occurring assessment and intervention, trauma/victim and offender, LGBTQI, and personal growth and spirituality. \$75/hr in office or tele- [emorrisdc@aol.com](mailto:emorrisdc@aol.com).

# We Value Your Opinion

How would you like to receive the news from the Maryland Chapter of NASW?

IN PRINT  ONLINE  I DON'T WANT A NEWSPAPER

- Respond in our online poll on our homepage ([www.nasw-md.org](http://www.nasw-md.org)) OR
- Contact Daphne McClellan at [dmccllellan.naswmd@socialworkers.org](mailto:dmccllellan.naswmd@socialworkers.org)
- Fill out this form and mail it to our office at 5750 Executive Drive Suite 100 Baltimore, MD 21228

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Address: \_\_\_\_\_

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# NASW-MD CALENDAR OF EVENTS

## August – October 2021

All meetings scheduled are virtual unless otherwise noted  
Please email [dmcclellan.naswmd@socialworkers.org](mailto:dmcclellan.naswmd@socialworkers.org) for a meeting link

### AUGUST

Fri, 6th	10:00 a.m.	Private Practice Comm.
	11:30 a.m.	Priv. Practice Peer Consultation
Mon, 9th	All day	Social Workers in Schools (SWIS) Retreat
Fri, 13th- Sat., 14th	All day	Leadership Retreat (Board and Committee Chairs)
Wed, 18th	5:30	Legislative Training
Wed, 25th	5:30	Legislative Committee

### SEPTEMBER

Fri, 3rd	10:00 a.m.	Private Practice Comm.
	11:30 a.m.	Priv. Practice Peer Consultation
Mon, 6th		OFFICE CLOSED- LABOR DAY
Tues, 7th	5:00 p.m.	Committee on Aging
Wed, 8th	4:00 p.m.	Social Workers in Schools (SWIS)
Fri, 10th	10:30 a.m.	BSWE

	12:30 p.m.	Chapter Ethics Committee (CEC)
Wed, 15th	4:30 p.m.	Student/Faculty Liaison Comm.
Mon, 20th	6:00 p.m.	Macro Committee
Thurs, 23rd	All Day	CLINICAL/ MACRO CONFERENCE
Fri, 24th	All Day	CLINICAL/ MACRO CONFERENCE
Sat, 25th	All Day	CLINICAL/ MACRO CONFERENCE
Tues, 28th	6:00 p.m.	Social Workers Unravelling Racism (SWUR)

### OCTOBER

Fri, 1st	10:00 a.m.	Private Practice Comm.
	11:30 a.m.	Priv. Practice Peer Consultation
Tues, 5th	5:00 p.m.	Committee on Aging
Fri, 8th	10:00 a.m.	STUDENT LEADERSHIP RETREAT
	10:30 a.m.	BSWE
Wed, 13th	4:00 p.m.	Social Workers in Schools (SWIS)
Fri, 15th		SCHOOL SW CONFERENCE
Mon, 18th	5:30 p.m.	Macro Committee
Wed, 20th	4:30 p.m.	Student/Faculty Liaison Comm.
Tues, 26th	4:30 p.m.	Virtual Retirement event
	6:00 p.m.	Social Workers Unravelling Racism (SWUR)
Sat, 30th	11 am.- 2 pm	In-person Retirement event (Chapter Office)

## WELCOME NEW MEMBERS!

### APRIL 2021

Kristin Abrams  
Angelique Brathwaite  
Tacia Colon-Martins  
Blair English  
Elisa Fuld  
Georgina Gavidia  
Katha Gray  
Heather Greenebaum  
Shannon Grivas  
Nicole Hanna  
Mackenzie Hill  
Ariel Johnson  
Tanya Juarez  
Gabby Knighton  
Alexandra Lopes  
Samantha Lucky

Jordan Manzon  
Christy Parayil  
Temeka Parker  
Anna Patten  
Julia Petre  
Charonne Randall  
Graciela Reyes  
Ana Salas  
Kathryn Scott  
Charla Spano  
Kristin Thomas  
Chelsea Turner  
Annette Volk  
Michelle Whitmire

### MAY 2021

Fatima Alvi  
David Belton

Jenny Bernal de Baker  
Lauren Boone  
Margo Bruner-Settles  
Diana Cron  
Guy Degreaffenreidte  
Erika Dixon  
Julia Dowling  
Michelle Dudley  
Kaitlynn Ecker  
Benjamin Eichberg  
Christine English  
Carrie Etheridge  
Hannah Friedemann  
Jamie Funk  
Margaret Glass  
Ebonie Hainsworth  
Shannon Haley

Amara Hill  
Kathryn Holden  
Jennifer Jewell  
Angela Jones  
Amihan Kernan  
Kieaira Lucas  
Elizabeth MacKenzie  
Timothy Marcolini  
Lori Marshall  
Tonya McCarter  
Deidre McDaniel  
Bria Miller  
Jernelle Mondesir  
Patricia Mustipher  
Patricia Nartey  
Katrina Pearthree  
Melissa Powell

Lacie Price  
Clare Pugh  
Elizabeth Roush  
Kim Rowan  
Morgan Strehl  
Monica Turner

### JUNE 2021

Sophia Adamo  
Stacy Bailey  
Ruth Bowler  
Jennifer Cammarata  
Rachel Ciliberti  
Carrie Cleveland  
Mabel Demby  
Anabel Grant  
Amina Hall  
Sharis Hampl

Genei Hardy  
Brianna Hurwitz  
Fanita Jackson-Norman  
Sylvia Lillehoj Oh  
Sarah McCoy  
Wesley McCulley  
Susan Minichello  
Tara Newcomer  
George Okojie  
Donny Phillips  
Jessica Potter  
Edgardo Rivera  
LaToshia Smith-Brown  
Vashta Thompson  
Bari Turkheimer  
Celeste Wallace

# Save these 2021-22 Dates

### August 13th-14th

Chapter Leadership Retreat

### September 23rd-25th

Clinical/Macro Conference

### October 8th

Student Leadership Retreat

### October 15th

School SW Conference

### November 6th

Student Conference

### March 24th – 25th, 2022

Annual SW Month Conference

## THE MARYLAND SOCIAL WORKER

ARTICLE SUBMISSIONS ARE BEING ACCEPTED FOR THE FALL ISSUE

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