

THE MARYLAND Social Worker

NASW MARYLAND CHAPTER
National Association of Social Workers

5750 Executive Drive, Suite 100 • Baltimore, MD 21228-1979
www.nasw-md.org

SPRING | 2018

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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.

NASW-MD Awards 2018's Best

BY CHRISTY PAGE BULLMAN
MSW, MAGS

At our 2018 Annual Social Work Month Conference awards luncheon, we honored an exemplary group of social workers and public citizens.

The 2018 Lifetime Achievement Award was proudly presented to **Ella May Russell**, LCSW for 53 years of outstanding and distinguished contributions to the profession of social work and for a lifetime spent serving others. A social work leader in St. Mary's County for over 50 years, Ms. Russell played an integral role in the design and development of Maryland's Welfare Reform. She served in program development of domestic violence services, homeless shelters, and mental health services. Starting as a social work assistant in 1964, she retired in 2017 after serving as the Director of St. Mary's County Department of Social Services since 1985. In 1996, she co-chaired the Welfare Reform Block Grant Committee, which developed and designed Maryland's Welfare Reform Pro-



Ella May Russell



Darryl Webster



Denise McLane-Davison

gram. This is not the first time Ella May has been recognized for her exemplary career; she is the recipient of both the 2013 St. Mary's County Commission for Women's Lifetime Achievement Award, and the 2010 St. Mary's County Ryken High School Pillar of the Community. According to St. Mary's County Commission President Randy Guy, "Ella May Russell has been a staple here in St. Mary's County for decades. Her work with social services is legendary locally and across the state."

Darryl Webster, LICSW was NASW-MD's choice for the 2018 Social Worker of the Year for outstanding and distinguished contributions to the welfare of children and families from high-poverty schools and his dedication to the profession of social work. With over 25 years of experience, Mr. Webster is a school social worker who has developed a special rapport with D.C. public school students, and helped them overcome adverse childhood experiences. According to Principal Rembert Seaward, "Mr. Webster's presence in the lives of countless children and youth has had a positive influence on their mindset

and steered them away from drug dealers."

The 2018 Educator of the Year was presented to **Denise McLane-Davison**, PhD, MSW in recognition of her dedication to preparing social workers committed to the alleviation of human suffering, social justice, and the improvement of quality of life for work with diverse urban populations. An Assistant Professor at Morgan State University's School of Social Work, Dr. McLane-Davison demonstrates her deep commitment to educating through example, as an advocate, mentor, and researcher. According to one of her students, "Under her guidance and advisement, my academic and professional pursuits have blossomed. Dr. Davison's multifaceted experiences added to my success."

The 2018 New Professional of the Year Award was presented to **Shireka McCarthy**, LGSW for her dedication in leading the way through advocacy to the community and dedication to the profession of social work.

NASW-MD'S BEST *Cont. on page 3*

NASW-MD Hosts Discussions on Changes to the Maryland Licensure Law

BY: CHRISTY PAGE BULLMAN
MSW, MAGS

Over the last year, the *Maryland Social Worker* has alerted readers to significant changes made to the social work licensing law during the 2017 Maryland legislative session. If the new regulations are in place, these changes will go into effect on July 1, 2018 and will affect many aspects of the Maryland Social Work Practice Act. Some of the broader changes include:

- LGSW licensees will now hold an LMSW license.
- LBSW and LMSW licensees can achieve Independent Practitioner status, either through applying through BSWE after at least 3 years (4,500 work hours) of supervised practice, or through a grandfather clause for those licensed and practicing for over 10 years.
- Private practice is defined in the new law as an LCSW-C who engages in psychotherapy in exchange for direct payment, third-party reimbursement, or on a pro bono basis, and who assumes responsibility and accountability for the nature

LICENSURE LAW *Cont. on page 3*

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Maryland Chapter
5750 Executive Drive, Suite 100
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Inaugural Ocean City Conference

Friday and Saturday, May 4-5, 2018
Dunes Manor Hotel

2800 Baltimore Avenue, Ocean City, MD 21842

Register online at nasw-md.org

Are You A Seasoned Social Worker?

In my final article as president of the Maryland Chapter, I am realizing that many social workers in our profession are exploring a common issue and question: “How are we giving back in social work?”

Social work has always been a profession concerned with helping individuals, families, groups, and communities enhance their individual and collective well-being. It aims to help people develop their skills and abilities to use their own resources and those of the community to resolve problems. Not only are we involved in this work as paid professionals; but many of us are also involved in the same work as unpaid volunteers in agencies, schools, neighborhoods, and places of worship.

Additionally, when it comes time to volunteer FOR our profession, many of us find ourselves in the role of field instructor for one of the many social work programs around our state. Therefore, I shouldn’t have been surprised to discover that it is very difficult to interest NASW members in becoming active in their professional association. Everyone is already stretched thin. However, I would like to encourage those who have read this far to



PRESIDENT’S
REPORT

By Charles Howard,
Ph.D., MSW

consider going that extra step. Consider becoming involved in our chapter as a board member or committee chair. This would be something you would be doing not only for NASW but also for yourself. You would be developing leadership skills and impacting your profession in significant ways.

This is a very important element when I consider my own social work career. Over the span of my participation in this profession from 1978- to present, I have always been inspired by the social workers who contributed and built our profession. Many continue to play a significant role in their knowledge, skills, and experience in

our organizational structure. For this reason, my focus shifted most recently toward asking the question, “How can we benefit from our talent and our experiences and how do we get our ‘seasoned social workers’ to give back?” I have always considered it important for those professionals to volunteer their talents.

What I am advocating for is the exploration of a new direction utilizing ‘seasoned professionals’ in which a definition for them can be established and a possible pilot program created that would benefit the association going forward.

Based upon the willing members who volunteer for our initial group, we would determine the breadth of the issues and areas of focus. Another key to our initiative would be to expand our talent pool. By providing a new opportunity and welcoming this experienced group as a clearly defined program section, we greatly increase our talent pool of professional social workers.

In advocating for this group and its formation, I am not designing what this group will create or identify as its purpose. What I am advocating for is a way

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Charles Howard, Ph.D., MSW
President
crhowardandassociates@msn.com

this identified group seasoned social workers can determine how we give back to our profession. Ponder this: if you are interested in volunteering and have a minimum of 10 years social work experience we would like to hear from you.

Although I leave as your president in June, I will continue to be an active member of the Maryland Chapter. I have been blessed to be on a memorable ride for the past three years. I thank all the membership for this incredible journey.

Leaders Needed: Your Chance to Give Back

At the Maryland Chapter we publish four newspapers each year and mail them to your home or workplace. Twice yearly (winter and summer) we print enough copies to send to every licensed social worker in the state because we want to apprise all social workers of our continuing education offerings such as conferences and workshops, and we hope many non-members will attend.

However, the other two editions (spring and fall) are produced and sent **only** to you, our members. The member-only versions of the *Maryland Social Worker* provide me with the opportunity to speak directly to those social workers who are most important to me; you, our members. Last year, during our member survey, you revealed to us that you would like NASW-MD to



EXECUTIVE
DIRECTOR’S
REPORT


By Daphne McClellan,
Ph.D., MSW

provide more member networking events. During the past twelve months we have held events in all parts of the state aimed at providing you with opportunities to network, learn, and get to know fellow social

workers in your region. During the next few months I will be traveling around the state to present the details on the new revisions to our licensing law and the regulations which have been written to carry out the law. These events are free to members, and I hope you will come out so I can meet you and hear your thoughts.

I would like to reiterate what Charles asked in his Spring, 2018 column. *Are you ready to give back?* Our chapter needs new leadership. Every year at this time we put together our slate of members who are willing to step forward and serve as board members of our organization. Most positions last 2 years. Currently, we are looking to recruit one person from each of our five branches to serve as a branch representative: Southern Maryland, Western Mary-

land, Suburban Maryland, Eastern Shore, and Baltimore Metro branches. Available officer positions are First Vice-President and Secretary. We also have a slot for a New Professional. Two years ago we added the position to our board in order to bring a different and important perspective to the forefront. Finally, we have a need for a BSW and an MSW Student Representative (these positions are for one year). To learn more about board positions and what board service entails, please contact me via email at dmccllellan.naswmd@socialworkers.org or by phone at 410-788-1066 ext. 16. You can also view *Leadership Opportunities* under the **About** tab on our homepage www.nasw-md.org.



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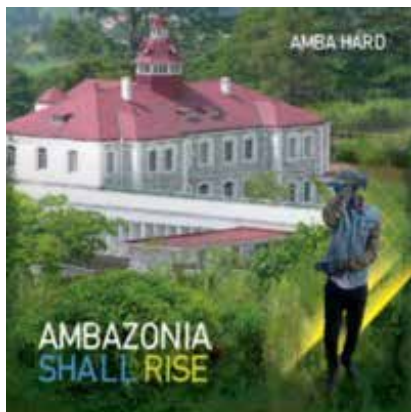
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WE ♥ YOU! LIKE US ON FACEBOOK!

You Can Help Stop Genocide in Cameroon

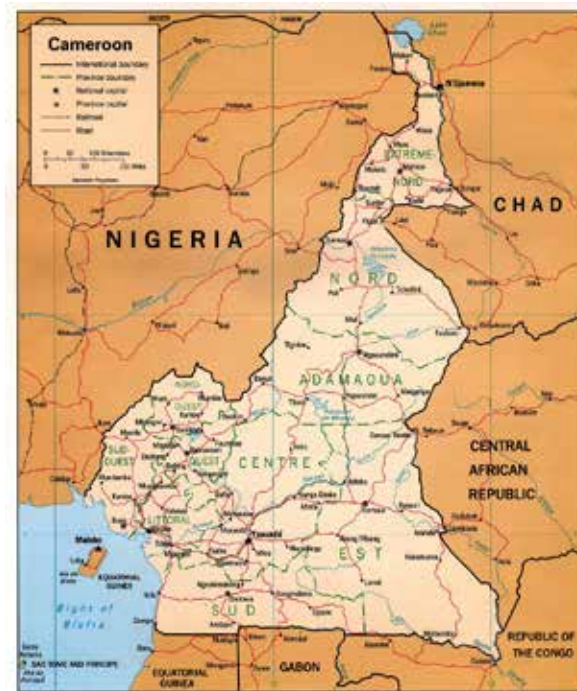
In a humanitarian effort to raise funds to support ongoing relief efforts for refugees and victims of torture caused by the ongoing war in the former UN Trust Territory of British Southern Cameroon (now declared Federal Republic of Ambazonia), a CD has been released titled *Ambazonia Shall Rise*, by a Maryland social worker who goes by the artistic name **Amba Hard**. The cd is produced by rap superstar Snoop Dogg's former producer and co-actor Max Powers, and published by Amba Cocoa Records. It is currently on sale for \$10, with \$6.05 from each CD sold, going toward relief efforts.



To listen to a sample of the CD or to place an order please visit: <https://store.cdbaby.com/cd/ambahard>.

To learn more about what is happening in Cameroon visit:

- <http://www.innerecitypress.com/cameroon7innerecitypress022518.html>
- <https://reliefweb.int/report/cameroon/violent-military-crackdowns-anglophone-cameroon-are-creating-refugee-crisis>
- <https://www.youtube.com/watch?v=KTKMNPIrWgs>



NASW-MD'S BEST

from page 1

Shireka is a graduate of both Coppin State and Howard Universities and serves as Councilmember-At-Large for the City of Seat Pleasant. She is also the Chair of the Public Safety Committee. Ms. McCarthy is the youngest person in the history of the city to be elected to serve. She enjoys educating residents and advocating for change on the local level. The principles of the social work profession are precisely the foundation of her compassion, drive, and emphasis on change.



Shireka McCarthy

2018 MSW Student of the Year Award went to **Lakeisha Mixon** for her outstanding accomplishments as a student leader and her commitment to improving the lives of others through research and action. Ms. Mixon is passionate about mental health in the African American community, and has conducted research on childhood victimization, resiliency, and psychological distress while maintaining a 4.0 GPA. As a student leader at Morgan State University, she currently serves as an HBCU All-Star Ambas-



Lakeisha Mixon

sador to the White House.

According to her academic advisor, "It has been an honor to serve as a mentor to Ms. Mixon, and she amazes me with her energy and commitment to becoming a research-activist-scholar."

The 2018 BSW Student of the Year was awarded to **Tyron Bratcher** for his outstanding accomplishments as a student leader and his commitment to improving the lives of others. Consistently on the Dean's List at Coppin State University, Mr. Bratcher has proven to be a dedicated student, exceptional leader, and a strong advocate for those with disabilities. He has served as a leader at Coppin State, as an active member of the National Federation of the Blind, and in his internship at the Maryland Department of Health. As the 2017-2018 Dorothy I. Height Center for Justice Fellow, he worked on initiatives to promote social justice and advocacy for the disenfranchised.



Tyron Bratcher

The 2018 Public Citizen of the Year Award was presented to **Rochelle "Rikki" Spector** for her advocacy and unwavering dedication to compassion, equity, and justice for all Baltimoreans. A Baltimore City



Rikki Spector

Councilmember from 1977-2016, Ms. Spector is a former educator and business owner who has dedicated her career to improving the lives of people in Baltimore. This was never more evident than her actions in the wake of an assault and robbery in December of 2016. Instead of focusing on prosecution, Ms. Spector worked to improve the situation in the Southwest Baltimore neighborhood where the attack occurred, and she became a mentor to the two boys who attacked her. According to one community leader, "Rikki is a beacon of hope."

NASW-MD's 2018 Legislators of the Year Awards were presented to **Senator Shirley Nathan-Pulliam & Delegate Chris West** for their advocacy and unwavering dedication to quality social work practice in Maryland.

Senator Nathan-Pulliam represents District 44 in Baltimore City and Baltimore County. Delegate West represents District 42B in Baltimore County. Both legislators have been instrumental in passing revisions to the Maryland Social Work Practice Act, and have demonstrated a keen interest in ensuring practical and quality social work licensure laws in Maryland.



Shirley Nathan-Pulliam



Chris West

LICENSURE LAW

from page 1

and quality of the services provided to the client.

From our participation in the BSW task force to draft the original legislation, submission of the legislation to the General Assembly, working the bill through a successful passage, and ensuring that the regulations reflect the terms of the statute, our goal in this entire process has been to represent our members. We have been there to make sure social work practitioners are considered when laws and regulations regarding our practice are adopted.

To continue supporting social workers during this transition, we are hosting a series of discussions around the state. Led by NASW-MD Chapter Executive Director, Dr. Daphne McClellan, these events provide an opportunity to better understand the changes and how they will affect you.

UPCOMING PROGRAMS

Baltimore: May 21, 6-8:00 pm

Silver Spring: May 29, 5:30-7:30 pm

Cumberland: June 8, 11 a.m. -1:00 pm*

Prince Frederick: June 14, 5:30-8 p.m.

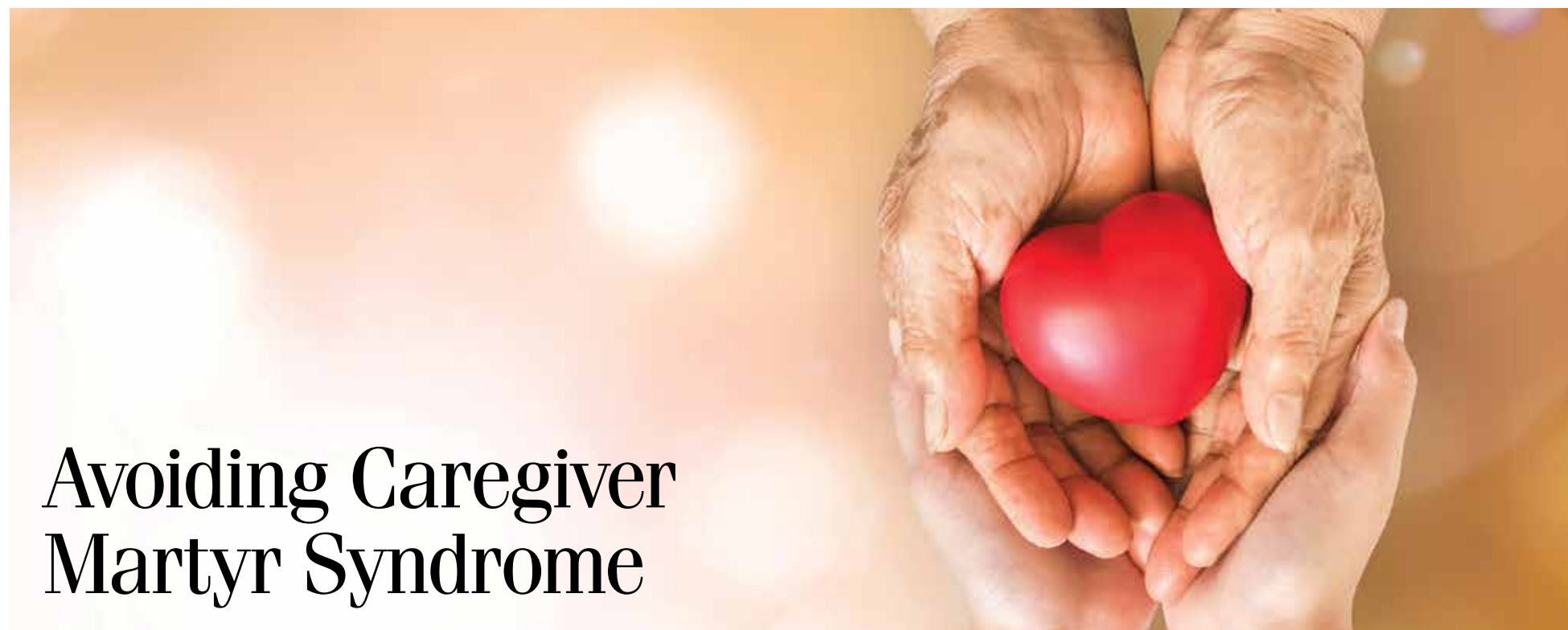
These events are free for NASW members / \$25 for non-members, and participants can earn 2 Category II CEUs. *The Cumberland event includes lunch and 1.5 Category I CEUs; \$10 for NASW members / \$25 for non-members. For more details and to register for one of these events, please see our Continuing Education section, page 14.

Would you like to host a discussion like this in your area? Contact Daphne McClellan at the Chapter Office.

Congratulations to all of the 2018 honorees!



LOG ON LEARN MORE NASW-MD.ORG



Avoiding Caregiver Martyr Syndrome

By JENNIFER FITZPATRICK
MSW, LCSW-C

Caregivers of older adults are some of the most selfless people in the world.

They sacrifice time, money, and energy to assist an elderly loved one. But is it possible to be too selfless as a caregiver? Absolutely, and it can have grave consequences.

Caregivers experience more illnesses and injuries than their counterparts in the same age group who are not providing care to dependent loved ones. Once a family member commits to care for an older loved one, it is common for the caregiving to consume that person's life. Eventually some caregivers believe they are the only ones who can care properly for their family member. Tunnel-vision takes over and caregiving becomes their identity.

Unfortunately, more often than not caregivers do the job alone without significant help from others. There are major consequences to being a caregiver, particularly to a solo provider. Caregivers and those who love caregivers need to understand that too much selflessness inevitably leads to martyr syndrome. Caregiver martyr syndrome can be identified by the manifestation of emotional, physical, psychological, spiritual, social, and financial symptoms.

Physical Symptoms of Martyr Syndrome

Often the first symptom of caregiver martyr syndrome is physical problems. The caregiver may struggle with headaches, stomach problems, muscle tension and excessive fatigue. The caregiver is likely not sleeping or eating well. Exercise has gone out the window. Ironically, while this happens the caregiver is typically focusing intently on the medical problems of the older loved one.

Instead of seeking help from their own doctors, caregivers frequently cancel and reschedule their own regular check-ups and appointments. While they would not dream of treating their loved ones' health so casually, caregivers are often downright negligent about their own wellbeing.

Financial Symptoms of Martyr Syndrome

Even if the elderly loved one is completely financially independent, caregivers may find themselves struggling with financial

concerns. A caregiver employed outside the home is more likely to reduce hours or even consider resigning or retiring early to ensure care for the loved one remains uninterrupted.

When the older loved one has limited funds, the caregiver frequently will pay for necessities and even little luxuries that will improve quality of life for the senior. This obviously reduces resources available for the caregiver and her immediate family which can lead to financial difficulties and potential resentment.

Spiritual Symptoms of Martyr Syndrome

Most Americans describe themselves as spiritual, religious or both. Caregivers regularly experience interruptions to their plans for religious services or spiritual routines. Some caregivers experience these issues more subtly than others. For example, a Catholic caregiver whose Sunday Mass schedule is interrupted because of her mother's needs may notice before a caregiver who has gradually stopped meditating regularly.

People rely on spiritual practices like yoga, meditating, prayer, and religious services to help them deal with stress, uncertainty, and to increase inner strength. While caregiving, people need their spiritual practices more than ever, but during this time they are likely to be minimized or even abandoned totally.

Social Symptoms of Martyr Syndrome

If a caregiver cannot remember the last time she did something fun with others, social symptoms of martyr syndrome are present. Is the caregiver turning down lunch or dinner invitations with friends? Perhaps the caregiver is taking care of her husband and she doesn't want to go out without him, worried about being a third wheel with other couples.

Caregivers who have abandoned previously enjoyable activities like golf, biking, movies, book club, or playing cards are in the process of isolating themselves. This is detrimental because socialization and scheduled breaks from the dependent loved one are so beneficial during this stressful time.

Emotional Symptoms of Martyr Syndrome

Caregivers often experience feelings of anger, resentment, guilt, frustration, sadness and loneliness. Caregivers who are bombarded by negative feelings on a daily basis, especially when they don't acknowledge or discuss them, are suffering from martyr syndrome. What's worse, the caregiver will often feel "guilty" about the presence of negative feelings which leads to a distressing emotional cycle.

Psychological Symptoms of Martyr Syndrome

Caregivers with a history of mental health concerns like clinical depression and anxiety disorders find themselves susceptible to increased symptoms while providing care for a loved one. Even those who have sought treatment for such conditions may find themselves struggling when triggered with excessive caregiving stress.

Because of their responsibilities, caregivers can be reluctant to seek treatment, even when they know that old symptoms are flaring up. The stress of caregiving can also trigger brand new mental health diagnoses. Since caregivers focus on their loved one's medical issues, contacting a doctor about new mental health symptoms is often last on the list. Denial, particularly for those who have never suffered with a mental health concern, also contributes to the lack of seeking treatment.

How To Avoid & Get Out Of Martyr Syndrome

What can be done to pull a caregiver from the depths of martyr syndrome? It can be a real struggle. Often the caregivers are in denial about their "over-commitment" to caregiving. A useful exercise for caregivers can be carefully considering each symptom category: physical, social, financial, spiritual, emotional, and psychological. What kind of issues are they having within each category?

If the caregiver is not open to doing this, friends and family members can gently point out the areas of concern. When friends and family members do this along with an offer to reduce the caregiver's load, it can sometimes be effective. Friends and family must understand, however, that it may take several offers of help before the caregiver accepts. It can be very difficult for some caregivers to let go and begin to free themselves from martyr syndrome.

Another option for friends and family members of the caregiver is to enlist the help of other professionals who may be able to

convince the caregiver to lighten the load. Friends and family can always contact the caregiver's physician, financial planner, clergyman or psychotherapist to share their concerns. While these professionals won't be able to share information back with the friends and family due to confidentiality, often they are willing to accept information about the caregiver. Often a caregiver will take a warning from a professional more seriously than they will from friends or family.

Resources

If friends and family members of a caregiver are unable to offer direct help, there are many resources in the community that can provide hands-on help to a caregiver. Each of the following national organizations can link a caregiver to local services all over the country:

www.n4a.org links caregivers to local city and county Area Agencies. Every jurisdiction in the United States is mandated to have an Area Agency on Aging (AAA) which is the first place a caregiver for an older loved one should check for help. They can link caregivers to both free and paid services.

www.alz.org links caregivers to support groups and services for those dealing with permanent dementia diagnoses.

www.nadsa.org links caregivers to adult day care centers in the community.

www.caremanager.org links caregivers to private geriatric care managers, typically nurses and social workers, who assist with managing care of an older loved one.

Senior caregiving is a noble undertaking but is not a job for one person. What happens to the older patients when their over-extended caregivers are hospitalized or even die prematurely? In order to prevent this common scenario, it is critical for caregivers to shake the martyr syndrome.



Jennifer FitzPatrick, MSW, LCSW-C, CSP is a speaker and consultant on age diversity, older customers, caregiving & dementia. She is the President of Generations Health Education & an Instructor at Johns

Hopkins University. For more information please visit www.generationshealth.com.

NASW Sees Progress in Annapolis

BY CLAIRE CLEMENTS, MSW STUDENT
NASW-MD BOARD REPRESENTATIVE

Committee members were busy this session advocating on behalf of the chapter. Working closely with NASW-MD lobbyist Ann Ciekot, members provided written and verbal testimony on a number of important bills. Priority issues included legislation that involved the aging population, behavioral and mental health services, and children, youth, and families. Committee members met regularly to discuss which bills would be supported, opposed, or monitored. Among the 35 bills that NASW-MD members supported, 23 of them passed and will be signed into law by the governor. In addition, committee members monitored the status of 21 other bills that related to social work practice and opposed 2 additional bills that failed to pass.



Some of the most notable progress was made on a bill introduced by House Delegate Kathleen Dumais. *House Bill 1 (Senate Bill 2) – Family Law – Child Conceived Without Consent – Termination of Parental Rights (Rape Survivor Family Protection Act)* which was introduced in previous years but failed to pass. This year the bill passed in both the House and Senate and was signed into law on February 13, 2018. This was a huge victory for many child and family advocates and members of NASW-MD's Children, Youth and Families Committee, who provided verbal testimony in favor of the bill. The committee also saw a victory in the passing of *House Bill 430 (Senate Bill 379) – Education – Child Care Subsidies- Mandatory Funding Levels* introduced by House Delegate Adrienne Jones which requires the Governor to include in the state budget a certain appropriation from all fund sources for the Child Care Subsidy Program; a program that has seen considerable funding shortages and long wait lists for the past decade.

Among priorities, a number of additional bills successfully passed this year. The Aging committee focused on providing testimony on *House Bill 1209 – Public Safety – Missing Persons – Information (Eula and Danny's Law)* which requires law enforcement to enter information about a missing person into the National Crime Information Center computer network within hours after receipt of information. It also requires state police to place a direct link to the internet site of the Maryland Center for Missing and Unidentified persons on their home page of their website. The bill passed its third reading early this month.

The Behavioral Health Committee worked hard on *House Bill 33 – Guardianship of Disabled Persons – Voluntary Admission to Mental Facility* introduced by House Delegate Clarence Lam. As amended, the bill requires competency be determined by either a physician and a psychologist, two physicians, or a physician and a psychiatric nurse practitioner. The issue pertained to whether to include LCSW-C's. However, the committee determined that in order to add them, the code would need to be changed even further, something committee members are recommending for future legislation. The bill passed as amended without adding LCSW-Cs.

Lobbying is an important activity that NASW partakes in each year. Our committee members have the opportunity to attend advocacy training provided by Ms. Ciekot annually in order to prepare them for the legislative session. During this training they learn about the legislative process and how to conduct research and understand the language of the bills introduced. NASW-MD members are encouraged to become involved in these advocacy efforts. We depend on volunteers to join the legislative committee to assist in making decisions on which bills NASW should take a position. This is a great opportunity for any member who wants to be more involved.

Get involved

unteer

Action Changes Things

Getting involved in NASW Maryland Chapter activities maximizes your membership benefits and gives you an opportunity to develop relationships with dedicated professionals from across the state. Here are ways you can take action, give back, and connect with other leaders.

Advisors

- Review and provide resumé feedback for fellow members.
- Serve as a mentor to new professionals and transitioning members.
- Attend public meetings (e.g. Board of Social Work Examiners, state legislative committee hearings) and report pertinent information to the Chapter.
- Shape continuing education offerings by participating in Professional Development Committee discussions.

Advocates

- Sign up for NASW legislative alerts and contact elected officials when prompted.
- <http://bit.ly/2IYSZ3B>
- Shape, inform, and support NASW-MD's legislative agenda by participating in the Legislative Committee meetings at the Chapter Office.
- Draft legislative and regulatory testimony about policies that affect the profession or those we serve.

Champions

- Follow and share updates from NASW-MD on Twitter, Facebook, and Linked-In. You'll see news, professional updates, and learn about events across Maryland.
- Talk with colleagues, students, and organizations about the benefits of NASW membership.
- Nominate exceptional Social Workers for an annual award. Details can be found at nasw-md.org
- Coordinate Social Work Month events at your workplace or with other NASW-MD members.

Communicators

- Become a moderator on the soon-to-be-released NASW online community.
- Draft fun, informative, and engaging content for NASW's multiple social media accounts.
- Draft Letters to the Editor on behalf of NASW-MD addressing issues facing the profession and those we serve.
- Author articles for The Maryland Social Worker. Share the story of your pioneering work in your field through articles, or address issues faced across the profession.

Connectors

- Greet and direct attendees at one of the annual NASW-MD conferences.
- Take an hour a month to contact fellow members and talk about their experience, thank them for membership, and promote upcoming events.
- Plan social and/or professional events for members in your area. Book clubs, peer supervision, and lunch and learns are easy to plan and a fantastic way to connect with other social workers.

Experts

- Lend your expertise to any of the practice area interest groups. Most meet monthly and conference call options are generally available.
- Serve as a subject-area expert in the soon-to-be released NASW online, members-only community.
- Develop and lead a continuing education workshop. Application details can be found on the Chapter website.

Leaders

- Join the NASW-MD Chapter Board of Directors as a Branch (regional) Representative or Officer. These are self-directed roles interspersed with quarterly meetings and regular check-ins. Two-year term required for most roles. See the NASW-MD website for specific job descriptions and application.
- Lead a project or initiative within any of the Practice Area Interest Groups: Aging; Behavioral Health; Ethics; Children, Youth and Families; Sexual Minority Issues; Forensic Social Work; Macro Social Work; Private Practice; or Social Work in Schools.

Photographers / Videographers

- Put your fancy new DSLR to work by taking pictures at NASW-MD events for use in online and print publications.
- Video important moments and workshops for fellow members across the state.

Researchers

- Collate and analyze member satisfaction data at the Chapter Office (4-hour monthly minimum commitment).
- Assist the Professional Development Committee with improving Chapter performance measurement data collection and reporting tools.

Resources

NASW Maryland Chapter offers a host of resources to make these projects simpler, including marketing and logistical support, as well as research and technical guidance.

For more information, please contact our Membership Engagement Director, Christy Page Bullman, at 410-788-1066 or christy.page@hotmail.com.

A Feminist Approach to Sex Therapy

A VIEW FROM THE FIELD

By DAVID AVRUCH, LCSW-C

Feminism means different things to different people. I call myself a feminist psychotherapist because of certain key tenets of feminist theory. In particular, examining the distribution of power in society and in relationships can be powerful tools in my work with clients. This is true when it comes to treating sexual problems as experienced by an individual or couple.

How does it work? First, we look at the status quo and ask what's missing. Contemporary discussions of sexual problems privilege a biomedical perspective. For example, two of the most common reasons people seek sex therapy – erectile dysfunction and lack of sexual desire – are often viewed as exclusively medical problems, with expensive pharmacotherapies being prescribed for both conditions. While for some clients medication brings relief, the biomedical approach alone ignores other potential causes and solutions.

Traditional sex therapy examines a sexual problem from three different angles: biomedical, psychological, and relational. Often, more than one angle is in play. For example, a biomedical reason for erectile



dysfunction could be hypertension, a psychological factor could be depression, and a relational factor could be a feeling of emotional distance from one's partner. By jumping straight to medication, we ignore important and treatable problems underlying the sexual complaint. One possible consequence of ignoring other causes: if a client manages his ED by taking a prescription medication without treating an underlying depression, he may lack the motivation to remain adherent to the medicine. Research on the drug Viagra, for example, has documented that up to 50% of patients who are prescribed the drug will quit taking it with-

in a few years. A significant minority never fills the prescription to begin with.

Feminist sex therapy introduces a fourth angle for examining a sexual problem; the political. It seeks to understand sexual functioning in the context of society's expectations of women and men, as well as how we are taught to think about our bodies and sex. For example, female hypoactive sexual desire disorder (HSDD; "hypoactive" means underactive) is thought to occur in up to one third of all women in the United States. A feminist analysis would ask, "Is this the product of social conditions?" Research has documented that in heterosexual relation-

ships in which both partners work full time outside the home, a disproportionate share of housework and childcare continues to fall on women. This can create resentment and discord within a relationship. Conversely, other data has shown a positive correlation between marital satisfaction and sexual desire. A feminist psychotherapist would be curious whether the division of labor in the home is related to the female partner's experience of sexual desire.

Sexuality is inherently complex. In my experience as a therapist, examining a problem from multiple angles and gathering as much data as possible, rather than being limited to a single model, can lead to new opportunities for improved functioning both for the individual and the couple.

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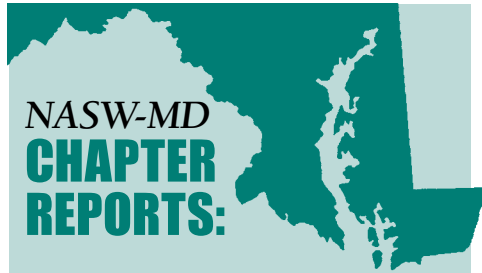
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PRIVATE PRACTICE COMMITTEE NEWS

DIONNE BROWN-BUSHROD, LCSW-C
NASW-MD PRIVATE PRACTICE
COMMITTEE CHAIR

The NASW-MD Private Practice Committee has several exciting things happening.

We have successfully launched an interactive chat through Google Groups. Google Groups is a discussion platform where the user can initiate and access discussions through email or web interface. Once the user accepts a private invitation sent by the PPC, she/he gains instant access to a discussion. Our group is a closed group. Only members are invited and the public cannot access our discussions. So far, committee members have had clinical discussions (no PHI included), fielded insurance questions, and discussed scope of practice inquiries.

If you have been using the platform, please continue! If you would like to be invited to join our discussion group, email your request to naswmd.privatepractice@gmail.com.

Once again this fall, the PPC will offer another private practice intensive track at the NASW-MD 13th Annual Clinical Conference. If you are in (or interested in) private practice and have an idea, format, or design related to private practice, please contact the PPC to share your ideas. We would love to have you present your topic during the conference.

Last year's intensive included topics from starting a private practice, to refreshing clinical methods, to incorporating technology in practice. We welcome innovative ideas!

Join our committee

If you have an interest in private practice or are currently in private practice, join the PPC so you can be involved in sharing ideas with like-minded professionals.

Other benefits of joining the PPC include political advocacy for issues that concern private practitioners and our clients, such as assisting in drafting legislation and peer-to-peer clinical case consultation, which is eligible for 1.5 Category II Continuing Education credits.

Meetings are typically conducted on the first Friday of the month at 10:00 am for the committee meeting followed by peer case conferences from 11:30 am to 1:00pm. Please email the PPC at naswmd.privatepractice@gmail.com or contact the Chapter office to verify the meeting will be conducted.

Spring/Summer Meeting Schedule

June 1
 July 6
 August 3

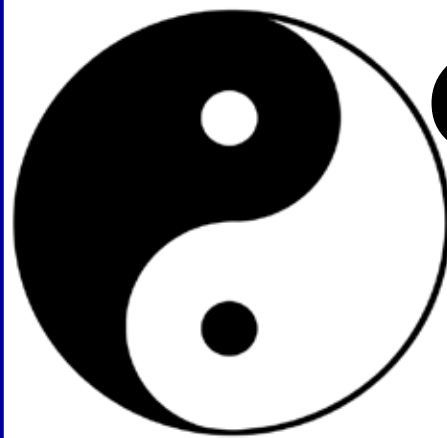


Everyone Has a Story: Tell Us Yours!

Do you have 'war stories' from the field that you would like to share? *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. Articles should be directed to:

Jenni Williams
 Director of Communications and Continuing Education
jwilliams.naswmd@socialworkers.org



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Disaster preparedness and recovery have become important topics in the wake of recent, devastating

natural disasters occurring throughout the nation. Moderated by Jenn Fogel-Bublick, partner at Capitol Counsel, a panel at the National Housing Conference's 2017 Solutions for Affordable Housing National Housing Policy Convening presented les-

sons from past postdisaster recovery and housing efforts. Panelists explored strategies to rebuild more efficiently and better protect people and communities while more carefully managing public resources.

for and recover from these natural disasters, the panelists shared their insights.

Considering the Needs of Low-Income Residents

Low-income individuals may be disproportionately affected by natural disasters. They may no longer have access to transportation, or their jobs may no longer exist, noted Ellis. Low-income renters displaced by natural disasters may find that replacement housing comes with higher rents. According to McFadden, understanding and addressing the needs of low-income residents is crucial to predisaster planning and postdisaster recovery efforts. McFadden emphasized that communities must prioritize the needs of the lowest-income people, consider how best to support them, and ensure that they are a critical part of the conversation. Yentel concurred, stating that "low-income people need to be central to [those decisions]." To determine what efforts have been successful in supporting low-income residents, McFadden also suggested conducting studies to explore how low-income individuals and households have fared in the aftermath of natural disasters.

Encouraging Cooperation and Flexibility

Ellis and McFadden highlighted the importance of community feedback and support for disaster recovery and mitigation efforts. Both panelists discussed how community buy-in is essential for major changes to reduce natural disaster risk, such as moving out of flood-prone areas. In addition, McFadden and Yentel noted that disaster recovery efforts can benefit from cooperation among federal, state, and local agencies and other organizations involved in disaster relief. Creating a coalition of stakeholders and developing a unified voice

The Continuing Threat of Natural Disasters

From summer through early fall 2017, multiple hurricanes and wildfires occurred in quick succession, damaging many U.S. communities. "We have never experienced so many [natural disasters] so close together. Over a million homes, many affordable, were damaged or destroyed [by these disasters]," remarked panelist Diane Yentel, president and chief executive officer of the National Low Income Housing Coalition, highlighting the magnitude of the damage. The threat of natural disasters is not expected to disappear in the future, and natural disasters need not be large in scale or occur back-to-back to create issues for communities. According to panelist Steve Ellis, vice president of Taxpayers for Common Sense, the third-largest loss year for the National Flood Insurance Program was in 2016, when floods caused extensive damage even though no major storms occurred. Yentel highlighted how natural disasters also have the potential to strike places still recovering from a previous disaster, complicating rebuilding and recovery efforts.

Panelists pointed out, however, that communities can mitigate some of the damage created by natural disasters. "Communities that recognize and plan for risks can recover and rebuild much quicker and stronger," noted Fogel-Bublick. For example, Marion McFadden, vice president of public policy at Enterprise Community Partners, noted that some housing developments in New Orleans have been elevated to reduce the risk of flooding. This measure prevented or reduced flood damage for some residents after the city experienced heavy rains in August 2017. To help communities prepare



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■ DISASTER RECOVERY

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for how the process should occur is an important step toward implementing successful predisaster planning and postdisaster recovery plans.

The panelists agreed that disaster recovery programs should be flexible in meeting local needs, but they should also include some guidelines. According to McFadden, flexibility allows disaster recovery programs to adapt to avoid past errors. Yentel noted that communities should have the flexibility to target resources to areas with the greatest need, but they should be required to use data to locate those high-need areas. Transparency regarding the dispersal and use of funds is also an important component of disaster recovery efforts. “Flexibility is good,” said Yentel, “but without some parameters, you can’t know that the money is going to be used to meet the greatest needs.”

Focusing on Long-Term Recovery and Rebuilding

Panelists also discussed the need to focus on long-term disaster recovery, rebuilding, and preparedness. There is a period following a natural disaster during which disaster recovery is in the public consciousness. Recovery and rebuilding efforts, however, often stretch out beyond that period. McFadden stressed the importance of investing in disaster preparedness after media coverage of disasters fades. Yentel agreed, stating, “We also have to be prepared to stick with this for the long haul. The recovery will take months; the rebuilding will take years.” In addition, research indicates that within the disaster recovery process, tension exists between the drive to quickly implement relief and rebuilding efforts and the need to make deliberate, informed decisions and develop comprehensive disaster recovery and mitigation plans. According to Ellis, disaster recovery efforts must have the dual goal of addressing needs quickly while also ensuring that any strategies implemented manage public resources responsibly and support long-term recovery.



At the 2017 Solutions for Affordable Housing National Housing Policy Convening, a panel presented lessons from past postdisaster recovery and housing efforts and explored strategies to better protect people and communities

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A CALL TO ACTION Agencies' Role in Turnout

Giving people the tools, training information and encouragement to vote—is central to the values and mission of social work. Voter mobilization is legal, non-partisan, and professional. Voting ensures that public policy represents and responds to the needs of all citizens and all communities. It is the heart of social justice and social change.

Voting is a human right

Strenuous efforts exist to restrict access to voting. Not unlike the old poll tax, they include strict voter ID laws, purging voter rolls, proof of citizenship and intimidation by political parties and even those in charge

of elections.

- Felony convictions have disenfranchised 6.1 million people, disproportionately from communities of color and urban centers.

- 1 in 13 black voters have been disenfranchised nationally versus 1 in 56 nonblack voters.¹⁶

Confusion about whether individuals with a felony conviction can vote exist across the country as each state has its own felony voting policy ranging from permanent disenfranchisement to reinstating voting rights after incarceration, parole or probation.

Further, those who haven't been convicted in pre-trial detention are often unaware of and not offered their right to vote by absentee ballot.

- Lack of transportation; and
- A feeling that one's vote doesn't really matter.^{12, 13}

Ways agencies and nonprofits can and should support the power of their communities

Nonpartisan voter registration is legal, ethical, and important! It's about giving clients and staff tools, information and encouragement to vote—never who or what to vote for.

All year long...

- Have voter registration forms in the waiting room.
- Ask clients if they are registered to vote as part of intake or check-in process.
- If not registered, offer to help fill out registration online or mail paper form.
- Offer to check their voter registration status, voting identification requirements and to confirm that they are registered at current address at VOTE.ORG.
- Help clients sign up for text or email reminders for elections at VOTE.ORG or TURBOVOTE.ORG.

Before an election...

- Reach out to local partners (e.g. League of Women Voters) for candidate guides go to Vote411.org.
- Get copies of ballot at town clerk office before the election and have in office.
- Remind and encourage them to vote. Many nonvoters have never been asked to vote

VotingIsSocialWork.org

Social workers have understood the importance of voting to political action, community power and social change dating back to the Settlement House movement. Voter engagement is still central to social work values today! Evidence exists showing that voter engagement increases individual well-being, advances civic participation, and increases social justice. The Campaign seeks to:

- Raise awareness of the importance of

Voting as an indicator of health and well-being

- Voting provides people the opportunity to voice their opinions about public affairs.
- Voting can improve the health and overall well-being of individual voters; secure more resources for communities; produces better individual outcomes and stronger community connections; and increases the collective capacity to influence public policy.^{3, 5, 8, 9, 10}
- Voting is an overlooked expression of power and self-actualization can help offset the effects of oppression and discrimination.¹⁴
- Volunteering and voting are robust predictors of well-being among adolescents and young adults. Those who voted, volunteered, or worked for social change reached higher levels of education and earnings than those who did not.¹

Agencies and social workers can address barriers to voting

Low income and historically marginalized groups are more likely to face obstacles in voting such as:

- Confusing registration processes, deadlines and ID requirements;
- Whether a felony conviction bars them from voting;
- Not knowing where, when or how to vote;
- Long lines (particularly in highly mobile communities);
- Little to no information about who is on the ballot;

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■ VOTING IS SOCIAL WORK

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voting to social work practice and social policy;

- Integrate voter engagement activities into field education for all micro and macro students;
- Provide voter mobilization skills and strategies for agencies, field instructors, students and faculty; and
- Ensure that all the people we serve have access to the vote.

Both the NASW (Code of Ethics) and CSWE (EPAS) support social action.

Organization Endorsement

North American Network of Field Educators and Directors (NANFED); National Association of Deans and Directors, Association for Community Organization and Social Administration (ACOSA); Influencing Social Policy (ISP); #MacroSW; Network for Social Work Management (NSWM) and the Special Commission to Advance Macro Practice in Social Work .

The Humphreys Institute for Political Social Work is a proud partner of the National Social Work Voter Mobilization Campaign

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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, and three credit hours of supervision for supervisors.

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 honor fax registrations. You may register online, by mail or by phone.

Registrations are made on a first come-first-served basis. You can pay for your registration by check, MasterCard or Visa.

- 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.)

REFUND POLICIES

- NASW-MD will only refund registrations for cancellations made at least two business days/48 hours in advance of the workshops, minus a \$10 administrative processing fee. If lunch or continental breakfast is provided, cancellations must be made at least one week in advance and there will be a \$20 administrative processing fee per cancellation.
- 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 note that continuing education credits are granted based on participation, NOT on payment. All workshop participants arriving late will receive a reduction in credit units granted.
- If you would like e-mail confirmation of workshop registration, please include your e-mail address on the registration form.
- NASW-MD reserves the right to cancel workshops due to low registration.

INCLEMENT WEATHER POLICY

- In the event of inclement weather, please call 410-788-1066, ext. 13, for information on cancellation. In general, if schools are two hours late or closed in the area where the event is to take place, the event will be rescheduled. Please notify the chapter office if a refund is preferred.

ACCOMMODATIONS

If you require special accommodations to permit your attendance or participation, please provide a written request along with a 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 or be fulfilled in time for the activity.

DIRECTIONS

Directions to all workshop locations can be found under the Continuing Ed tab on our website: www.nasw-md.org.

THANK YOU!

SOUTHERN MD

Calvert, Charles, and St. Mary's Counties

For the most current Continuing Education schedule, please visit our website at www.nasw-md.org

#2294 Ethical Considerations for Supervisors

Date: Saturday, May 12, 2018; 9:45 a.m. – 1:00 p.m.

Location: Charlotte Hall Veterans Home
 29449 Charlotte Hall Road
 Charlotte Hall, MD 20622

Presenter: Corey Beauford, MSW, LICSW
 Founder and President, Inspired Consulting Group, Riverdale

Synopsis: Social work supervisors are responsible for resolving a multitude of ethical dilemmas on an almost daily basis. Furthermore, supervisors can also be held liable for infractions made by their supervisees. In response to these challenges, we will review ethical standards related to: conflicts of interests, impairment, administration, confidentiality, supervision, duty to warn, and receiving gifts – just to name a few. This interactive training will make use of a variety of teaching methods, which include case study reviews as well as small and large group discussions.

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

1. Understand factors that contribute to ethical violations
2. Be able to understand and apply NASW Code of Ethics standards that relate to supervision
3. Employ best practices approaches to the resolution of ethical dilemmas with supervisee

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 license renewal.

Register for one or both workshops and attend lunch as our guest

#2295 Sixty Shades of Grey: Addressing High-Risk Sexual Behavior Among Older Adults

Date: Saturday, May 12, 2018; 1:50 p.m. – 5:00 p.m.

Location: Charlotte Hall Veterans Home
 29449 Charlotte Hall Road
 Charlotte Hall, MD 20622

Presenter: Corey Beauford, MSW, LICSW
 Founder and President, Inspired Consulting Group, Riverdale

Synopsis: Older adults engage in sexual intercourse. This reality is often difficult and awkward for medical and human service professionals to address with seniors. Many seniors, however, engage in risky behavior that places them and their loved ones in danger of contracting sexually transmitted infections such as HIV. In this training the presenter will examine statistics related to the issue as well as the contributing factors to the growing rate of HIV infections among seniors. Ethical considerations related to self-determination and confidentiality will also be examined. The presenter will also provide strategies about how to discuss safe sex among seniors to human service professionals

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

1. Statistics related to the prevalence of HIV and other sexually transmitted infections among older adults.
2. Identify contributing factors to the growing rate of HIV among older adults.
3. Implement strategies that will equip older adults with the skills necessary to reduce the risk of contracting sexually transmitted infections.

CE: 3 Category I

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

#2305

Keepin' It Real: Social and Cultural Competency Affecting African Americans with HIV

Date: Friday, June 8, 2018; 9:00 a.m. – 12:15 p.m.

Location: Charlotte Hall Veterans Home
 29449 Charlotte Hall Road
 Charlotte Hall, MD 20622

Presenter: Lisa Connors, LBSW, M.Div., MA, ABD
 Assistant Professor, Anne Arundel Community College

Synopsis: This interactive training will explore social and cultural competency as it relates to African Americans living with HIV. Participants will review social determinants that interfere with African American women making safer sex choices and living healthier lives. This training will offer prevention counseling skills that can be implemented in a variety of settings to minimize the rate of transmission and infection among African Americans. The training will include discussions on dispelling myths, stereotypes, generalizations, and microaggressions made by society that continue to stigmatize, oppress, and marginalize this population. This training will motivate social workers to be social justice "change agents" and advocates for the rights of individuals at-risk of contracting HIV and living with HIV.

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

1. Discuss the historical context of African Americans in the United States, and how history has played a role in the victimization of African American men and women.
2. Discuss the role of sex and sexuality in the African American community.
3. Discuss the varying myths, stereotypes, generalizations, and microaggressions made by society, regarding African Americans and their sexuality.
4. Discuss risk factors that link HIV infection and social determinants that contribute to the increase of HIV infection among African Americans [particularly African American women], and contribute to HIV positive individuals not getting into or remaining in HIV care and treatment.

CE: 3 Category I

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

Please Note: This workshop qualifies for the DC Board of Social Work's 3-hour Cultural Competency requirement for license renewal.

Register for one or both workshops and attend lunch as our guest



#2306

Movie and Discussion Featuring the Film: American History X

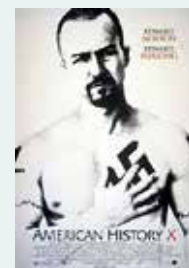
Date: Friday, June 8, 2018; 1:00 p.m. – 4:15 p.m.

Location: Charlotte Hall Veterans Home
 29449 Charlotte Hall Road
 Charlotte Hall, MD 20622

Presenter: Lisa Connors, LBSW, M.Div., MA, ABD
 Assistant Professor,
 Anne Arundel Community College

Synopsis: Attendees will watch a feature length movie followed by a social work focused discussion. Living life marked by violence and racism, neo-Nazi Derek Vinyard (Edward Norton) finally goes to prison after killing two black youths who tried to steal his car. Upon his release, Derek vows to change his ways; he hopes to prevent his younger brother, Danny (Edward Furlong), who idolizes Derek, from following in his footsteps. As he struggles with his own deeply ingrained prejudices and watches their mother grow sicker, Derek wonders if his family can overcome a lifetime of hate.

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



CONTINUING ED Continued on page 15

CE: 3 Category II (Please Note: Per the BSWE, Movie/discussions are now Cat II CEUs)
Cost: \$35 for members; \$45 for non-members

#2364 Maryland Social Work Practice Act Discussion
Date: Thursday, June 14, 2018, 5:30 p.m. – 8:00 pm
Location: Calvert County Library
850 Costley Way
Prince Frederick, MD 20678
Presenter: Daphne McClellan, Ph.D.
Executive Director, NASW-MD Chapter
Synopsis: This discussion will inform attendees about the changes which were made to the Maryland Social Work Practice Act in the 2017 legislation session and the regulations which the BSWE has proposed to carry out the new law.
Learning Objectives: At the end of this event, attendees will understand:
1. The changes made to the Maryland Social Work Practice Act.
2. How the BSWE plans to implement the changes through regulations.
3. How these changes will affect social workers and our clients.
CE: 2 Category II
Cost: \$0 for members; \$25 for non-members

WESTERN MD

Garrett, Allegany, Washington, and Frederick Counties

For the most current Continuing Education schedule, please visit our website at www.nasw-md.org

#2302 Social Workers as Caregivers: Ethical Challenges of Caring for Clients, Family Members, and Self – All at the Same Time!
Date: Thursday, June 7, 2018; 9:00 a.m. – 12:15 p.m.
Lunch Provided from 12:15 p.m. – 1:00 p.m.
Location: Allegany College of Maryland
Continuing Ed Building Room 12-14
12401 Willowbrook Road
Cumberland, MD 21502
Presenter: Suzanne Cox, LCSW-C, MBA
Team leader, Continuous Care Team, UMMS/WPPC Clinics, Baltimore
Synopsis: Imagine working all day as a social worker taking care of others and then going home only to continue to serve as a caregiver for an aging parent, a disabled spouse, or a loved one. According to AARP and the National Alliance for Caregiving (2015), a typical caregiver in the US (nearly 44 million adults) offering unpaid care to an adult relative or friend lives with or close to the care recipient, is female, works a full time job, spends more than 24 hours per week providing care, and has done so for 4 years. The chance of becoming a caregiver is significant – one in six will be called on to do this and social workers are not immune. In this workshop we will examine the personal, professional, and ethical challenges inherent in performing both roles simultaneously.
Learning Objectives: Upon completion of this workshop, participants will be able to:
1. Differentiate between personal and professional caregiving and identify the potential tasks which can and should occur in each.
2. Evaluate the challenges that professionals face when giving care becomes personal, and posit a framework for resolving, as much as possible, potential conflicts of interest that can potentially arise in both personal and professional roles.
3. Compare and contrast boundary issues faced by personal and professional caregivers and develop, through discussion and case examples, resolution(s) consistent with the NASW Code of Ethics when the professional social worker becomes a personal caregiver.
4. Describe symptoms of both professional and personal compassion fatigue, and identify strategies to address these.
5. Discuss healthy and unhealthy approaches to a personal caregiving professional peer or subordinate in the work environment.
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 license renewal. Register for one or both worksops and attend lunch as our guest.

#2303 Why Wait? Why Not? Procrastination as an Ethical Challenge
Date: Thursday, June 7, 2018; 1:00 a.m. – 4:15 p.m.
Location: Allegany College of Maryland
Continuing Ed Building Room 12-14
12401 Willowbrook Road
Cumberland, MD 21502
Presenter: Suzanne Cox, LCSW-C, MBA
Team leader, Continuous Care Team, UMMS/WPPC Clinics, Baltimore
Synopsis: Procrastination is more than delaying what could or should be done. Some delays actually do make sense in professional practice, result in better decision-making, increase the ability to obtain needed information and may be ultimately helpful. Some are unavoidable, brought on by too many cases, too many expectations, staffing shortages, and other uncontrollable factors. Procrastination speaks to delaying tasks or decisions without a good reason to do so, or when an earlier action or decision would have been preferable, often through indecision. This workshop will address working with and through procrastination in our clients as well as from the framework of an ethical challenge for professionals.
Learning Objectives: Upon completion of this workshop, participants will be able to:
1. Define procrastination and identify cultural, institutional, and interpersonal factors which support indecision and delay.
2. Assess the potential positive and negative consequences of procrastination for our clients and ourselves, and evaluate factors which lead to its perpetuation despite often negative consequences.
3. Review the potential ethical challenges inherent in practicing under the influence of procrastination.
4. Examine the potential effectiveness of established procrastination mitigation strategies in the clinical practice environment.
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 license renewal.

#2364 Maryland Social Work Practice Act Discussion
Date: Friday, June 8, 2018, 12:00p.m. – 2:00 pm (lunch available in cafeteria)
Location: Western Maryland Regional Health System
12500 Willowbrook Road (Auditorium 1)
Cumberland, MD 21502
Presenter: Daphne McClellan, Ph.D.
Executive Director, NASW-MD Chapter
Synopsis: This discussion will inform attendees about the changes which were made to the Maryland Social Work Practice Act in the 2017 legislation session and the regulations which the BSWE has proposed to carry out the new law.
Learning Objectives: At the end of this event, attendees will understand:
1. The changes made to the Maryland Social Work Practice Act.
2. How the BSWE plans to implement the changes through regulations.
3. How these changes will affect social workers and our clients.
CE: 2 Category II
Cost: \$0 for members; \$25 for non-members

SUBURBAN MARYLAND

Montgomery and Prince George’s Counties

For the most current Continuing Education schedule, please visit our website at www.nasw-md.org

#2292 Juveniles Charged as Adults: At the Crossroads of Psychology, Human Development, and the Law
Date: Sunday, May 6, 2018; 1:45 p.m. – 5:00 p.m.
Location: The Professional and Community Education Center at
Holy Cross Hospital
1500 Forest Glen Road
Silver Spring, MD 20910
Please Note: Holy Cross Hospital charges parking fees on weekends. Please be prepared to pay \$8-\$9.
Presenter: Veronica Cruz, LCSW-C
CEO, Cruz and Associates, LLC
Synopsis: This workshop explore the psychological, developmental, and legal implications of charging juveniles as adults. We will discuss current Maryland and national laws as they apply to prosecuting juveniles in the adult system with a focus on waiver, transfers, and reverse waiver assessments. An emphasis will be placed on adolescent criminal pathology, developmental changes, and legal principles. The focus of the workshop is to explore the role of forensic social workers in advocating for youth charged as adults. Current literature and case law will be discussed and participants will be able to articulate the importance of incorporating social work principles into a legal setting. The presenter is a bicultural, forensic social worker specializing 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 participants will work in a group setting.
Learning Objectives: Upon completion of this advanced course, participants will be able to:
1. Understand the overall psychological, developmental and legal implications of charging kids as adults
2. Articulate key adolescent and adult differences in relationship to criminal pathology and treatment modalities
3. Increase the knowledge of adolescent legal court proceedings, including but not limited to waiver/transfer cases
4. Participants will be able to articulate essential clinical skills needed to effectively utilize mitigation skills to assist in adolescent criminal proceedings
CE: 3 Cat I
Cost: \$45 for members; \$65 for non-members

#2296 Understanding and Exploring the Trauma of Undocumented Immigrants
Date: Friday, May 18, 2017; 9:30 a.m. – 12:45 p.m.
Location: Holy Cross Hospital-Germantown Campus
Conference Room 1101
19801 Observation Drive
Germantown, MD 20876
Presenter: Veronica Cruz, LCSW-C
CEO, Cruz and Associates, LLC
Synopsis: According to the Pew Research Center, as of 2016 there were approximately 11.3 million undocumented immigrants (including just over 1 million children under the age of 18) living in the United States—close to 3.4% of the country’s total population. Indisputably, undocumented immigration is one of the most complex and highly debated cultural and sociopolitical issues of our time. As the national discourse has focused on the legality, citizenship, and enforcement of this population, neglecting to focus on the actual undocumented immigrants who are often submersed and riddled with extensive generational and personal trauma histories. This workshop will go beyond politics and focus on this already highly marginalized, stigmatized population and explore the traumas of the undocumented immigrant. Participants will discuss the various forms of traumas experienced by this population; explore migration narrative, impact of trauma, trauma symptoms, acculturation/assimilation, and treatment recommendations. 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.
Learning Objectives: Upon completion of this advanced course, participants will be able to:
1. Exploring emerging trends, statistics, and mental health needs of undocumented immigrants
Increase participant knowledge of the various forms of trauma experienced by undocumented immigrants and the collateral consequences
2. Explore the link between the migration narrative and the propensity for addiction, mental illness, legal involvement, psychological issues, and developmental implications
3. Articulate and explore various treatment models for treating trauma and the symptoms in the undocumented immigrant population
4. Articulate protective factors to share with this population to help reduce and avoid further traumatizing this subgroup
CE: 3 Cat I
Cost: \$45 for members; \$65 for non-members

#2299

Critical Cultural Competence with LGBT People of Color Across the Lifespan
Date: Sunday, May 20, 2018; 1:45 p.m. – 5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road
Silver Spring, MD 20910
Please Note: Holy Cross Hospital charges parking fees on weekends. Please be prepared to pay \$8-\$9.
Presenter: Laurens Van Sluytman, Ph.D.
Psychotherapist in Private Practice and Associate Professor,
Morgan State University School of Social Work
Synopsis: This workshop is a group-level training organized around interactive, experiential learning, and reflexive thinking sessions. This training is designed for health workers committed to excellence through science, ethics, and operations. The training supports team work and partnership with multiple communities to meet the evolving needs of stakeholders and collaborators, build respect for diversity and cultural differences, and improve accountability through measurement, reporting, and ongoing improvement. It intends to enhance the ability of participants to share their experiences with colleagues and community members while valuing community and population diversity.
Learning Objectives: Upon completion of this workshop participants will be able to:
1. Increase awareness of cultural differences and similarities of the population
2. Develop critical consciousness about the existing prevailing social practices that marginalize communities
3. Participate in meaningful changes in the prevailing social practices that marginalize communities
4. Acknowledge centrality of race, gender, and sexual orientation
CE: 3 Cat I
Cost: \$45 for members; \$65 for non-members

Please Note: This workshop qualifies for DC Board of Social Work’s NEW 3-hour LGBT/Cultural Competency requirement for license renewal.

#2364

Maryland Social Work Practice Act Discussion
Date: Tuesday, May 29, 2018, 5:30 p.m. – 7:30 pm
Location: Silver Spring Library
900 Wayne Ave.
Silver Spring, MD 20910
Presenter: Daphne McClellan, Ph.D.
Executive Director, NASW-MD Chapter
Synopsis: This discussion will inform attendees about the changes which were made to the Maryland Social Work Practice Act in the 2017 legislation session and the regulations which the BSWE has proposed to carry out the new law.
Learning Objectives: At the end of this event, attendees will understand:
The changes made to the Maryland Social Work Practice Act.
How the BSWE plans to implement the changes through regulations.
How these changes will affect social workers and our clients.
CE: 2 Category II
Cost: \$0 for members; \$25 for non-members

#2300
Spirituality as a Resource for Mental Health and Wellness
Date: Friday, June 1, 2018; 9:30 a.m. – 12:45 p.m.
Location: Holy Cross Hospital-Germantown Campus
Conference Room 1101
19801 Observation Drive
Germantown, MD 20876
Presenter: Catherine D. Nugent, LCPC, TEP
Dramatic Transformations/Laurel Psychodrama Training Institute
Synopsis: Over the past few decades, researchers in diverse fields have begun to study the contribution spirituality can make to mental health. In this workshop, we identify ways that spirituality can be a resource for mental health and wellness, as well as how spiritual beliefs can sometimes function as a barrier to mental health. Participants have the opportunity to explore their personal understanding of spirituality and how their personal belief system can be a resource in their work and their lives. The workshop will be highly interactive and experiential, using psychodramatic role-play to deepen our understanding of the material presented.
Learning Objectives: Upon completion of this intermediate course, participants will be able to:
1. Discuss current research findings regarding the effects of spirituality on mental health problems, including potential positive and negative effects.
2. Clarify their spiritual beliefs and values, identify major influences on their spiritual development, and explore potential counter-transference issues related to clients’ spirituality.
3. Identify ways that spiritual beliefs and practices can provide support and strength in the lives of their clients and their own.
CE: 3 Cat I
Cost: \$45 for members; \$65 for non-members

#2307
Ethical Parenting: Guiding our Children to Be Who They Are vs. Who We Want Them to Be
Date: Sunday, June 10, 2018; 1:45 p.m. – 5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road
Silver Spring, MD 20910
Please Note: Holy Cross Hospital charges parking fees on weekends. Please be prepared to pay \$8-\$9.
Presenter: Rachael Wallace, LCSW-C
Managing Director and Psychotherapist, Maryland Group Faculty Practice, LLC, Baltimore
Synopsis: From childhood to death, personal identities reflect our self-concepts that evolve throughout life. Psychologically, identity may be defined by beliefs, personal qualities, personality components, and self-expression. From what does identity emerge and where is the bridge between nature and nurture? This workshop will explore caretaking adults’ roles in influencing childhood development in both favorable and negative ways. Participants will explore the profound influence of early childhood developmental experiences in defining a person and the challenges of contemporary parenting. Family dynamics and individual agendas will be discussed as they relate to a developing child’s perceptions of family, belief systems, education, and community experiences. The ethical imperative of informed guidance, including self-awareness for both caretakers and clinicians, will guide opportunities for self-awareness exercises, case discussions, and a review of personality and ego development frameworks en route to a better understanding of what is in the best interest of the developing child.

Learning Objectives: By the end of this workshop, participants will be able to:
1. Review psychosocial stages of ego development and their application in understanding etiology of identity constructs.
2. Gain expanded insight into participants’ own identity development and its role in both personal and professional relationships.
3. Have an increased understanding of constructs for healthy parenting.
4. Gain appreciation for the value in exploring and understanding unique individual needs of a developing child.
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.

#2308

Death and Dying: Ethics, the Grieving Process, and How to Make it More Meaningful
Date: Friday, June 22, 2018; 9:30 a.m. – 12:45 p.m.
Location: Holy Cross Hospital-Germantown Campus
Conference Room 1101
19801 Observation Drive
Germantown, MD 20876
Presenter: Joanna Frankel, LCSW-C
Director of Social Services, Howard County Health Park; Social Work Consultant
Synopsis: In this workshop we will focus on end of life in older adults, how to make the dying process more meaningful, and how we grieve loss. Talking about death and dying is difficult, not only in our society, but also in the healthcare field. This interactive program will incorporate open discussion, video clips, and peer-to-peer conversations. Together death, dying, and grief will be explored while real experiences are shared.
Learning Objectives: Upon completion of this workshop, participants will be able to:
1. Understand how to help make the death and dying process more meaningful for their clients and loved ones.
2. Be able to identify when a client is grieving and how it is specific to each individual/family.
3. Have an opportunity to explore their own thoughts and feelings toward the dying process and own grief experiences.
4. Identify how these experiences impact their work.
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 license renewal.

#2310

Social Work Exam Prep
Date: Sunday, June 24, 2018; 9:30 a.m. – 4:45 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road
Silver Spring, MD 20910
Presenter: Joanna Frankel, LCSW-C
Director of Social Services, Howard County Health Park; Social Work Consultant
Please Note: Lunch on your own from 12:45 - 1:30
Synopsis: This highly focused one day session will concentrate on study skills and preparation necessary to pass all levels (LBSW, LGSW, LCSW, LCSW-C) of the ASWB social work licensing exam. Participants will practice test questions individually and in small groups in the following areas of social work practice: Ethics, Research, Diagnosing and Assessments, Diversity, Clinical Practice, Communication, Supervision, Human Behavior, and Social Policy.
Learning Objectives: This course enables the attendee to:
1. Help identify ASWB testing strengths and weaknesses
2. Help prioritize study time
3. Learn best practices for passing the social work licensing exam
4. Learn effective ways to reduce test anxiety
CE: 6 Category I
Cost: \$90 for members; \$25 for student members \$130 for non-members

#2311
Women and Addiction: Exploring the Role of Trauma
Date: Sunday, August 26, 2018; 9:30 a.m. – 4:45 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road
Silver Spring, MD 20910
Presenter: Veronica Cruz, LCSW-C
CEO, Cruz and Associates, LLC
Please Note: Lunch on your own from 12:45 - 1:30
Synopsis: According to the National Institute of Drug Abuse, men are more likely than women to abuse illicit drugs. Substance abuse treatment and interventions has historically been based on the needs of addicted men, but women are just as likely to become addicted. In fact, they are more susceptible to cravings and relapse than their male counterparts. Women respond to drug and alcohol use differently and present with unique treatment challenges. Research has indicated that addicted females present with a host of problems that contribute to their addiction. The most prominent is a complex history of trauma. In this workshop the presenter will explore gender differences and addiction, trauma, co-occurring disorders, and gender specific treatment, including Women’s Integrated Treatment (WIT) mode. This is an interactive workshop where case vignettes will be presented and participants will work in a group setting to further maximize their understanding of the concepts presented.
Learning Objectives: Upon completion of this advanced course, participants will be able to:
1. Understand and distinguish the psychological, psychosocial, and developmental effects of trauma and addiction on women.
2. Articulate and analyze the role of trauma and how to address it in the therapeutic relationship.
3. Gain knowledge of comorbidity including mental illness, addiction, and/or medical conditions.
4. Define and utilize various treatment techniques and modalities that are effective when working with this population.
CE: 6 Category I
Cost: \$90 for members; \$25 for student members \$130 for non-members

EASTERN SHORE

Cecil, Kent, Queen Anne's, Caroline, Talbot, Dorchester, Wicomico, Somerset, and Worcester Counties

For the most current Continuing Education schedule, please visit our website at www.nasw-md.org

#2297

Ethical Dilemmas when Working with People who are Not Your Age

Date: Friday, May 18, 2018; 9:30 a.m. – 12:45 p.m.

Location: Chesapeake College
1000 College Circle – Health Professions and Athletics Center (HPAC 133)
Wye Mills, MD 21679

Presenter: Joanna Frankel, LCSW-C
Director of Social Services, Howard County Health Park; Social Work Consultant

Synopsis: This interactive seminar will incorporate a lot of discussion about what it is like to work with people who aren't your age. There are 6 generations in America and all have different characteristics and perspectives. As a generalization, each generation has different likes, dislikes, and attributes. They have collective experiences as they age and therefore have similar ideals. A person's birth date may not always be indicative of their generational characteristics, but as a common group they have similarities. As generations collide, ethical dilemmas arise. This seminar will guide the participant to understand more about each generation as it applies to social work practice and the ethical dilemmas that coincide.

Learning Objectives: After this workshop participants will be able to:
1. List at least 2 identifying characteristics of the 5 generations of adult patients and clients.
2. Identify at least 3 areas of healthcare decisions/preferences that are shaped by generational affiliation.
3. Identify at least 3 best practices in working with adults of different generations.
4. Identify 2 common ethical dilemmas in working with clients who aren't your age.
5. List 2 places in their code of ethics/regulations they can turn to for help regarding ethical dilemmas in generational differences.

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 license renewal.

#2298

Ethical Development of Relationships

Date: Saturday, May 19, 2018; 9:45 a.m. – 1:00 p.m.

Location: Eastern Shore Hospital Center
English Hall
5262 Woods Road
Cambridge, MD 21613

Presenter: Frances Williams-Crawford, LCSW-C
Training Specialist, Child Welfare Academy, University of Maryland-Baltimore

Synopsis: The importance of human relationships is a foundational value of the NASW Code of Ethics. Participants will review concrete means to establish positive working relationships with clients that set the stage for important work ahead. Techniques will also be provided for reluctant or "difficult" clients

Learning Objectives: At the end of this training, participants will be able to:
1. Describe how the value of the "Importance of Human Relationships" is key to ethical practice and positive outcomes in social work.
2. Discuss means to fulfill the roles and responsibilities to clients to establish the parameters of the work and develop a positive relationship with clients.
3. Describe different techniques or tools to engage reluctant or difficult clients

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.

METRO BALTIMORE

Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties, and Baltimore City

For the most current Continuing Education schedule, please visit our website at www.nasw-md.org



#2291

First Sunday Matinee Featuring the Film: Infinitely Polar Bear

Date: Sunday, May 6, 2018; 1:00 p.m. – 4:15 p.m.


Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Facilitator: Rachael Wallace, LCSW-C
Managing Director and Psychotherapist, Maryland Group Faculty Practice, LLC, Baltimore

Synopsis: Please join us as we review and discuss the movie and explore the challenges faced by both parents and children through shared journeys of love, fear, determination, mental illness, and resilience Described as quirky, funny, sad, powerful, and engaging all at the same time, Infinitely Polar Bear is a film written and directed by Maya Forbes based on her own childhood growing up in a mixed-race family with a father (played by Mark Ruffalo) who struggles with bipolar disorder. The title is derived from his young daughter translating his illness as her dad being "totally polar bear." Set in 1978 Boston, Forbes' character in the film is played by her own real-life 12 year-old daughter and actress Zoe Saldana as Forbes' mom struggling to keep her family afloat financially. After her husband recovers from a mental breakdown, she makes the difficult decision to attend graduate school and leave their daughters in his care.

CE: 3 Cat II Please Note: Cat II CEUs

Cost: \$35 for members; \$45 for non-members; \$10 for guests (no CEUs for guests)



#2293

Enlivening your Practice with Psychodrama and Related Action Methods

Date: Friday, May 11, 2018; 9:30a.m. – 4:45 p.m.

Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Presenter: Catherine D. Nugent, LCPC, TEP
Dramatic Transformations/Laurel Psychodrama Training Institute

Synopsis: Go beyond talking with your clients and learn how to put their strengths, concerns, challenges, and successes into action with psychodramatic methods. In this intermediate level experiential workshop,

we'll explore action structures suited to a variety of clinical tasks, such as building group cohesion, facilitating access to personal strengths, identifying and exploring problems and challenges, and resolving unfinished emotional issues – all within a framework of safety and containment. Participants will experience a variety of action structures they can apply in their practice settings. Participants in the previous workshop will be introduced to different methods.

Learning Objectives: Upon completion of this intermediate workshop attendees will be able to:
1. Discuss Moreno's spontaneity/creativity theory underlying the practice of psychodrama.
2. Explain at least one action method for building group cohesion.
3. Explain the following psychodramatic methods: soliloquy, double, role taking, role reversal.
4. Describe 2 uses of the timeline and understand how to put into action.
5. Describe the paper-and-pencil and action social network diagram (social atom) and how it can be applied to different issues and populations and at different stages in the therapeutic process.
6. Observe and/or participate in a variety of limited psychodramatic structures they can apply in their back-home settings.

CE: 6 Category I

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

#2364

Maryland Social Work Practice Act Discussion

Date: Monday, May 21, 2018, 6:00 p.m. – 8:00 pm

Location: NASW-MD Chapter Office
5750 Executive Drive, Suite 100
Baltimore, MD 21228


Presenter: Daphne McClellan, Ph.D.
Executive Director, NASW-MD Chapter

Synopsis: This discussion will inform attendees about the changes which were made to the Maryland Social Work Practice Act in the 2017 legislation session and the regulations which the BSWE has proposed to carry out the new law.

Learning Objectives: At the end of this event, attendees will understand:
1. The changes made to the Maryland Social Work Practice Act.
2. How the BSWE plans to implement the changes through regulations.
3. How these changes will affect social workers and our clients.

CE: 2 Category II

Cost: \$0 for members; \$25 for non-members



#2301

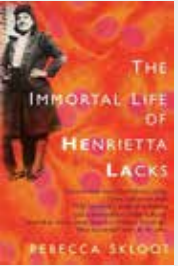
First Sunday Matinee Featuring the Film: The Immortal Life of Henrietta Lacks

Date: Sunday, June 3, 2018;
1:00 p.m. – 4:15 p.m.

Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Facilitator: Jeronda Burley, Ph.D.
Assistant Professor, Coppin State University

Synopsis: Henrietta Lacks was a Baltimore County woman whose cells were taken when she was a patient at Johns Hopkins Hospital in 1951. The cells (HeLa cells) were later developed into the first immortal cell line, and continue to be used in medical research. According to an April 20, 2017 article in the Baltimore Sun, Johns Hopkins officials pointed out that consent practices and laws did not exist when the cells were taken from 31-year-old Lacks during a diagnostic procedure before she died of an aggressive form of cervical cancer. "HeLa" cells were the first to live outside the body in a glass tube and are now the most widely used human cells in scientific research, critical in the development of vaccines, cancer treatments and in vitro fertilization. Following the movie, we will discuss ethical violations, role of social work(er), and responsibilities of those involved in this medical dilemma. The discussion will analyze these issues from the 1951 and current perspective, as the consequences of this medical dilemma continue until today.



Discussion Objectives: Upon completion of this workshop, participants will be able to:
1. Identify the ethical violations that occurred then and assess whether any ethical violations persist today.
2. Examine role of social work(er) then and assess role of social work(er) now.
3. Evaluate responsibilities of involved parties—hospital, patient, and family.

CE: 3 Cat II Please Note: Cat II CEUs

Cost: \$35 for members; \$45 for non-members; \$10 for guests (no CEUs for guests)

#2304

Enhancing Engagement and Clinical Assessments with the 'Lens' of Cultural Competence

Date: Friday, June 8, 2018; 9:45 a.m. – 1:45 p.m.

Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Presenter: Gisele Ferretto, LCSW-C
Clinical Instructor, University of MD School of Social Work

Synopsis: In this three hour workshop we will focus on the development of skills for the development and application of a cultural lens when engaging with clients and conducting clinical assessments. Strategies for identifying personal bias, addressing common barriers, and facing ethical issues when working with diverse populations will be explored.

Learning Objectives: After Attending this workshop participants will:
1. Develop a cultural competence self-assessment.
2. Practice open and respectful language concerning different beliefs.
3. Explore the role of ethics when delivering services to diverse clients.
4. Learn strategies for engagement and conducting assessments with culturally diverse clients.

CE: 3 Category I

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

#2309

Managing the Difficult Employee

Date: Friday, June 15, 2018; 9:45 a.m. – 1:00 p.m.

Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Presenter: Frances Williams-Crawford, LCSW-C
Training Specialist, Child Welfare Academy, University of Maryland-Baltimore

Synopsis: In this course which is directed towards supervisors and/or administrators, learners review the

ways to tackle the “difficult” employee that can lead to better work performance and a healthier overall work environment for all staff.

Learning Objectives: Upon completion of this course, participants will:

1. Describe different personality styles, including benefits and drawbacks
2. Identify ways of using behaviorally specific terms to set performance expectations
3. Utilize critical thinking tools to discuss job performance with staff

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 supervision requirement for license renewal.*

#2353 It’s Complicated: What Social Workers Need to Know About Ethics and HIV/AIDS

Date: Friday, June 22, 2018; 9:45 a.m. – 1:00 p.m.

Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Presenter: Jeronda Burley, Ph.D.
Assistant Professor, Coppin State University

Synopsis: In this session the presenter will examine ethical issues surrounding HIV/AIDS and HIV testing, particularly as it relates to the state of Maryland. HIV exposure and reporting laws will be assessed in order to better inform social workers who work with clients infected with or affected by HIV/AIDS.

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

1. Review HIV exposure and reporting laws for Maryland
2. Evaluate ethical dimensions of HIV/AIDS
3. Recognize ethical concerns with HIV testing

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.*

#2361 General Supervision (Part I of II)

Date: Thursday, June 28, 2018; 9:30 a.m. – 4:45 p.m.

Lunch on your own from 12:45-1:30

Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Presenter: Pamela Love Manning, MSW, Ph.D.
Certified coach, speaker, author, & founder, The Finishers Network, Baltimore and International , Coaching and Mentoring, Inc.

****Please Note:** *This is Part 1 of a two-day workshop. Advanced Supervision #2362 will be held on Friday, June 29th. You may register for just one OR both courses (separately). The synopsis for BOTH days is below.*

Synopsis: This 2-day workshop consists of information, interactive activities, and engaging discussions designed to enhance general and 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. 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. Day two covers theoretical frameworks, information on conduct of supervision, and skills necessary for ethical supervision in accordance with regulations and best practices.

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

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:** *Upon completing all 12 hours of this workshop (Part I and Part II) both the Supervision certification hours and the BSWE's 3 hour ethics requirement will be met.*

#2362 Advanced Supervision (Part II)

Date: Friday, June 29, 2018; 9:30 a.m. – 4:45 p.m.

Lunch on your own each day from 12:45 p.m. - 1:30 p.m.

Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

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. General Supervision #2361 will be held on Thursday, June 28th. You may register for just one OR both courses (separately). The synopsis for BOTH days is below.*

Synopsis: This one OR two-day workshop consists of information, interactive activities, and engaging discussions designed to enhance general and 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. 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. Day two covers theoretical frameworks, information on conduct of supervision, and skills necessary for ethical supervision in accordance with regulations and best practices.

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

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 (the full 12 hours) of this workshop, the Maryland Board of Social Work Examiners’ 3-hour ethics requirement for license renewal will be met.*

Registration Form Spring 2018

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 three weeks. Registrations MUST be received two business days/48 hours prior to program date or a late fee of \$10 will be charged. Please see full refund/cancellation policies on the first page of the continuing education schedule. Workshop fee includes certificate.

PLEASE NOTE: WE DO NOT ACCEPT FAX REGISTRATIONS. Thank you for your cooperation.
NASW-MD reserves the right to cancel workshops due to low registration.
Please print legibly

Name: _____

Cell Phone: _____ Day Phone: _____

Address: _____ ZIP _____

Email _____ (required for receipt)

NASW # _____

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

Credit card payment: ☐ Mastercard ☐ VISA ☐ Amex

Credit card number: _____

CVV Code (three numbers on back of card): _____ Exp. date: _____

Name as it appears on the card: _____

Signature: _____ Today's date: _____

\$ _____ 2291 First Sunday Matinee: Infinitely Polar Bear (Baltimore)

\$ _____ 2292 Juveniles Charged as Adults: At the Crossroads of Psychology... (Silver Spring)

\$ _____ 2293 Enlivening your Practice with Psychodrama and Related Action Methods (Baltimore)

\$ _____ 2294 Ethical Considerations for Supervisors (Charlotte Hall)

\$ _____ 2295 Sixty Shades of Greay: Examining High Risk Sexual Behavior with Seniors (Charlotte Hall)

\$ _____ 2296 Understanding and Exploring the Trauma of Undocumented Immigrants (Germantown)

\$ _____ 2297 Ethical Dilemmas when Working with People who are Not Your Age (Wye Mills)

\$ _____ 2298 Ethical Development of Relationships (Cambridge)

\$ _____ 2299 Critical Cultural Competence with LGBT People of Color (Silver Spring)

\$ _____ 2300 Spirituality as a Resource for Mental Health and Wellness (Germantown)

\$ _____ 2301 First Sunday Matinee Featuring the Film: The Immortal Life of Henrietta Lacks (Baltimore)

\$ _____ 2302 Social Workers as Caregivers: Ethical Challenges of Caring for Clients... (Cumberland)

\$ _____ 2303 Why Wait? Why Not? Procrastination as an Ethical Challenge (Cumberland)

\$ _____ 2304 Enhancing Engagement and Clinical Assessments with the 'Lens'... (Baltimore)

\$ _____ 2305 Keepin' It Real: Social & Cultural Competency/ African Americans/HIV (Charlotte Hall)

\$ _____ 2306 Movie and Discussion: American History X (Charlotte Hall)

\$ _____ 2307 Ethical Parenting: Guiding Our Children to Be Who They Are VS. Who we.. (Silver Spring)

\$ _____ 2308 Death and Dying: Ethics the Grieving Process, and How to Make it More... (Germantown)

\$ _____ 2309 Managing the Difficult Employee (Baltimore)

\$ _____ 2310 Social Work Exam Prep (Silver Spring)

\$ _____ 2311 Women and Addiction: Exploring the Role of Trauma (Silver Spring)

\$ _____ 2353 It's Complicated: What Social Workers Need to Know About Ethics & HIV/AIDS (Baltimore)

\$ _____ 2361 General Supervision (Baltimore)

\$ _____ 2362 Advanced Supervision (Baltimore)

\$ _____ 2364 Social Work Practice Act Discussions: _____ Baltimore (5/21/18)
_____ SilverSpring (5/29/18) _____ Cumberland (6/8/18) _____ Prince Frederick (6/14/18)

PLEASE REMEMBER 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

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For advertising rates visit our website at nasw-md.org.

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
The next issue of our newsletter, THE MARYLAND SOCIAL WORKER is the Summer 2018 edition with an advertisement deadline of July 1.

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

HELP WANTED

SOCIAL WORKER II (LCSW-C)

Baltimore, MD - UMMC is currently seeking a Social Worker II (LCSW-C) for our Transitional Care Program to assist recently discharged patients with successfully transitioning from UMMC back to their home. LCSW-C & MSW required. 2 years social work experience in acute hospital setting preferred (May include internships & paid work experience). Apply online at: [http://jobs.umms.org/ShowJob/Id/1406233/Social-Worker-II-\(LCSW-C\)-UMMC-Transitional-Care-Center/](http://jobs.umms.org/ShowJob/Id/1406233/Social-Worker-II-(LCSW-C)-UMMC-Transitional-Care-Center/)

THERAPIST

Busy, well established, multidisciplinary psychotherapy practice seeks part-time and full-time therapists to work in our Towson and Essex offices and potentially in a college setting in Harford County. Managed care involved, and we assist with credentialing. Email resume and letter of interest to tlemire@associatedmentalhealth.com or fax to (410) 583-2377.

LCSW-C

Seeking self-motivated and professional outpatient therapist with clinical license level experience. This is a contract position working with a group practice. Set your own hours (4 hours increments) To apply contact: admin@abhsm.com.

PT CLINICAL DIRECTOR

Camp Attaway, a therapeutic day camp program for emotionally and behaviorally challenged children, is searching for a PT Clinical Director in Howard County. Work hours are flexible and primarily concentrated during 4 weeks in the summer. For more info: <http://campattaway.org/announcement/>

LCMFT/LCSW-C/LCPC/LCPAT

Medpsych Health Services LLC, is seeking experienced licensed mental health therapists (LCMFT/LCSW-C/LCPC/LCPAT) to join established multi-specialty group with locations in Frederick and Rockville. Clinical responsibilities include provision of psychotherapy/counseling for adults, children/adolescents couples and families. Excellent office support with EMR and integrated billing systems. Immediate opening with flexible PT/FT hours. Ideal professional setting with psychiatrists, psychologists and fellow counselors/therapists. Contact careers@medpsychmd.com or fax 240-383-3439 www.medpsychmd.com.

HELP WANTED

LCSW/LCPC

Spanish-speaking clinician to lead weekly psychoeducational groups for domestic violence offenders. Part-time position in Rockville in the evenings. May occasionally conduct orientation groups or individual counseling sessions. Contact info@rockvilleapp.com.

LICENSED THERAPIST

Fantastic job opportunity for licensed therapists in Pikesville or Silver Spring, MD. PsychCare is seeking an energetic therapist for a rapidly growing and well-established group practice. Flexible hours. Great location. Fully furnished offices. Established referral base. Competitive Salary. Maryland independent license is required. Send vitae and cover letter to hiring@PsychCareMD.com. For more information about position: call 410-343-9756 (www.PsychCareMD.com).

LGSW/LGPC

Looking for an enthusiastic LGSW/LGPC to join our practice in Columbia. Part-time hours for now. Experience with adolescents and families preferred. Free supervision, flexible hours. Send resumes to IndraniMookerjee@imookerjee25@gmail.com.

CASE MANAGER

International Social Service-USA is seeking a part-time bilingual Intercountry Case Manager to manage an intercountry caseload through the ISS global network. See full job description on our website <http://www.iss-usa.org/get-involved/Careers>

CLINICAL CONTRACTORS

Expanding Takoma Park psychotherapy practice seeks full and part time therapists with LCSW/LCPC. Insurance credentialing, referrals and clinical supervision provided. Send cover letter and resume to takomatherapy@gmail.com

MENTAL HEALTH THERAPISTS

Family Therapy Group, LLC is seeking experienced mental health therapists (LCMFT/LCSW-C/LCPC/LCPAT) for pt/ft employment with a private practice in a beautiful professional office complex in the heart of Columbia, MD. Location is easily accessible by I-95, Routes 29 and 40. For more information, contact, Lesly Ogungbemi, LCSW-C at 443-485-5473, or via e-mail

at lesly@familytherapygroupllc.com

HELP WANTED

LCSW-C

Seeking a part-time (full-time potential if desired) LCSW-C to join multidisciplinary practice in Columbia. Experience with children preferred. Supervision provided. Contact Scott at saholzman@gmail.com

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Full-time office, with window, available in five-office suite of therapists. One mile from 695. Amiable group of colleagues. Referral opportunities. included: utilities, wifi, fax, copier, supplies, parking. Contact Lori Hollander, 410-868-2039.

CECIL COUNTY OFFICE SUBLET

Beautiful office to share with K. Hitchens, LCSW-C. 102 East Cecil Avenue, Suite B, North East, MD 21921. One block from entertaining Main Street. Close to I-95. 2 large offices; large waiting room/reception area; storage/kitchenette room; bathroom. Basic office equipment. Wifi. Handicap accessible. Large parking lot. Available 7 days/week beginning August 2018. \$900/mo all-inclusive. 443-945-9663. AChangeWouldDoYouGood@aol.com.

ELLICOTT CITY/RT 40

Bright, furnished office for rent. Includes waiting room, utilities, free parking, cleaning service. Call Marianne Becker 410-960-0191 or email mbeckersw@comcast.net

TOWSON

Private unfurnished office available for full time rental in four-office suite. Second office available if needed. Shared waiting room, kitchenette, bathroom, fax room. Large windows, solid walnut doors and trim, brass accents. Large balcony. Email dika.seltzer.llc@gmail.com or call (410) 296- 7862.

SILVER SPRING/WHEATON

Full or part time rental of furnished office. Waiting room, work room with copier, ample free parking, across from metro. Opportunity for referrals. Contact Martha at 301-802-7247 or mervis52@comcast.net.

HOWARD COUNTY - WOODSTOCK/WAVERLY WOODS

Furnished office available for Full/PT use in newly renovated psychotherapy suite. Includes waiting room, bathroom, kitchen, internet/fax. Ample parking, easy access to routes 29, 70 and 40. Referral opportunities. Contact: Dr. Bob Cohen (410 615-9797) or Dr. Alison Gartner (410 292-0333)

ARNOLD

Full-time or Part-time office space available. Located in a population dense area with easy access to Annapolis and Severna Park. Includes fax, copier, WiFi, utilities, cleaning and basic supplies. Email any questions or if interested in viewing space: libbypsychwellness@gmail.com

GREENSPRING STATION

Newly furnished PT sublet available in 2-office suite, shared waiting area, internet, overlooking beautiful courtyard in Greenspring Station, off 695 and 83. Contact Ellen Westerman ebwesterman@gmail.com call or text 410-303-3035.

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SUPERVISION

Board Certified LCSW-C offering clinical supervision. 40 years of clinical experience. Flexible hours. Contact: Frayda Penini LCSW-C 240/ 838-6362 fpenini@yahoo.com

SERVICES

LEAGUE FOR PEOPLE WITH DISABILITIES

The League for People with Disabilities, SCALE Aphasia Program, is the only community treatment center in Maryland created specifically for the care and improvement of communication and language disorders resulting from stroke or brain injury. If you or a loved one have suffered a stroke and are having difficulty speaking, please call us at (410) 323-0500 x504.

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CLINICAL SUPERVISION

Individual and group clinical social work supervision on nights and weekends in Frederick, MD by Board Certified LCSW-C with over 10 years of experience.

Rosalyn Hnasko 570-436-0918
rhnasko@gmail.com

NEW PATIENTS/SUPERVISION

Dr. Cross is accepting new patients for mental health appointments. Also offering clinical supervision for social work licensing, 8701 Georgia Avenue, Suite 406, Silver Spring, MD 20910. 267-252-6653, www.maysfamilytherapy.com

<https://therapists.psychologytoday.com/342392>

PROFESSIONAL DEVELOPMENT

"Cherish the Child", Harford County Child Protection Awareness Symposium presents its 14th Annual Conference, on April 27th with Keynote speaker Taya Kyle, author of the "American Wife: Love, War, Faith, and Renewal". 6 CEU's Register at <http://www.cherishthechildsymposium.com/>

NASW-MD Calendar May - July '18

All meetings scheduled for the Chapter Office unless otherwise noted

MAY

Thur., 3rd	5:00 p.m.	Happy Hour (Dunes Manor Hotel)
	6:00 p.m.	Discussion on Proposed SW Regs (Dunes Manor Hotel)
Fri, 4th	10:00 a.m.	Private Practice Comm.
	11:30 a.m.	Priv. Prac. Peer Consultation
Fri, 4th & Sat. 5th	All Day	First Annual Ocean City Conference featuring Dr. Rick Reamer (Dunes Manor Hotel)
Mon. 7th	Noon	Executive Committee
Tues, 8th	5:00 p.m.	Committee on Aging
Wed., 9th	4:30 p.m.	Social Workers in Schools (SWIS)
	6:00 p.m.	Legislative Committee
Thurs., 10th	8:00 a.m.	Macro SW Breakfast
Fri, 11th	10:15 a.m.	Board of Social Work Examiners (at DHMH)
Mon, 14th		Washington County SW Alliance (Hagerstown)
Tues., 15th	5:30 p.m.	Committee Chair Summit
Wed., 16th	6:00 p.m.	Children, Youth and Families Comm. (CYF)
Mon., 21st	6:00 p.m.	Discussion on Proposed SW Regs (2 Cat. II CEUs)
Tues, 22nd	6:00 p.m.	SWers Unraveling Racism (SWUR)
Thurs, 25th	6:30 p.m.	Behavioral Health Committee
Mon, 28th		OFFICE CLOSED- Memorial Day

JUNE

Fri, 2nd	10:00 a.m.	Private Practice Comm.
	11:30 a.m.	Priv. Prac. Peer Consultation
	1:00 p.m.	Chapter Ethics Committee (CEC)
Tues, 5th	5:00 p.m.	Committee on Aging
Fri, 9th	10:15 a.m.	Board of Social Work Examiners (at DHMH)
	11:00 a.m.	Alleghany/Garrett SW Caucus (Cumberland)
Wed, 13th	4:30 p.m.	SWIS Committee
	6:00 p.m.	Annual Meeting (place TBA)
Fri., 15th	1:00 p.m.	Chapter Ethics Committee (CEC)
Wed, 20th	6:00 p.m.	CYF Comm.
Wed., 20th - Sat., 23rd		NASW National Conference (Washington, D.C.)
Tues, 26th	6:00 p.m.	SWers Unraveling Racism (SWUR)

JULY

Wed., 4th		OFFICE CLOSED- Independence Day
Fri, 6th	10:00 a.m.	Private Practice Comm.
	11:30 a.m.	Priv. Prac. Peer Consultation
Mon, 9th	11:00 a.m.	Washington County SW Alliance (Hagerstown)
Tues., 10th	5:00 p.m.	Committee on Aging
Fri, 13th	10:30 a.m.	Board of Social Work Examiners (at DHMH)
Tues, 24th	6:00 p.m.	SWers Unraveling Racism (SWUR)

WELCOME NEW MEMBERS! WINTER 2018

JANUARY 2018

Brinley Holmes
Patricia Jefferson
Tia Johnson
Kara Keicher
Jennifer Lannigan
Gilda Maldonado-Stubin
Meghan Murphy
Latoya Parker
Linda Portillo-Ramos
Timya Ragin
Sophia Ross
Laura Roth
Meghan Stokes
Jennifer Sussal
Temie Taylor
Polina Ukrainets

Christian Doscher
Nicole Dozier
Anna Ens
Tiara Fowlkes
Chelsea Gleason
Claudia Gunawan
Chrycka Harper
Megan Hartman
Cathlena Heid
Brittney Hilling
Maressa Jersild
Natalie Karva
Kerri Lambert
Rebecca Mahayag
Andrea Maurer
Andrea Mazzarino
Meghan McGowan
Laurie McNeil
Deborah Meisel
Carie Metzgar
Consuelo Montgomery
Brenda Nnadi
Vanessa Phelps
Kimeisha Rowe
Francisco Segovia
Julianne Seneus
Brittany Simpson
Allyson Stanton
Sarah Strenio
Kaila-Leigh Testerman
Tiffany Thompson

MARCH 2018

Cynthia Agyeman-Anane
KerryAnn Aleibar
Ashley Askew
Kela Ballard
Jennifer Boston-Putney
Gladys Bourne Carter
Victoria Brathwaite
Aria Brennan
Gina Cricchi
Rene David
Tia Deal
Nichau Dean
Aundrea Dyson
Stephanie Etienne
Caitlin Farha
Cortni Farr
Jasmin Garcia
Renee Garraway
Alaina Gay
Laura Grassinger
Elaine Harris
Keena Howell
Giovan Hunt

Jessica Jacobs
Sabouna Johnson
Charles Jones
Lauren Lee
Ryan Meredith
Breechaye Milburn
Maria Mobley
Melissa Moreland
Katherine Morris
Emily Nicaise
Rachel Preloh
Rachel Priebe
Dasha Rhodes
Micah Saviet
Tia Scott
Amber Shaffer
Eleanore Simi
Telethia Sparger
LaShero Terry
Maeve Tilly
Nicole Tripp
Anna Trofman
Michael Vostal
Vanessa Wade
Gabriela Weston
Saniyah Whittington
Anita Wiest
Ashley Williams
Kenyetta Winslow
Courtney Wynn
Kenneth Young

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135 North Parke St., Aberdeen, MD 21001

Catonsville 410-788-0300
500 N. Rolling Rd., Catonsville, MD 21228

Dundalk 443-216-4800
1012 N. Point Rd., Baltimore, MD 21224

www.KeyPoint.org

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