

CURRENTS

OF THE NEW YORK CITY CHAPTER

National Association of Social Workers



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September/ October 2016 Volume 61/No.1



From The Chapter President
Candida Brooks – Harrison, LCSW

Continuity and Change In Our Ever Changing Landscape: Encouraging You to Become Active Members

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In Nonprofit Organizations: Promoting Social Justice is Everyone's Business

Elaine Congress, DSW, LCSW

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Nearly One Million People In NYC Have A Disability

Rosalie (Rose) J. Russo Gleicher, DSW, LMSW

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- **48th Addictions Institute Addressed Race, Diversity and Intersectionality (RDI)**



From The Chapter President
Candida Brooks – Harrison, LCSW

Continuity and Change In Our Ever Changing Landscape: Encouraging You to Become Active Members

Dear All:

There has been so much occurring in our society and globally, especially leading up to our 2016 elections. We may sometimes find it challenging to keep up with the current and potential impact on our practice, our communities and our own lives.

Social workers, agencies, universities and communities have been reaching out to NASW-NYC. It has been heartening to see increased interest and participation in the many collective spaces that we have organized and co-organized in efforts to bring together voices regarding multiple issues that impact social workers, clients and/or society in general.

The question asked by folk who attend our activities is, “How can I get involved?” When I begin to answer, many are not aware of all that NASW-NYC does or they think that it is difficult to become involved.

Over the last three years that I have served as 1st Vice-president, President-elect and now moving into the role of President, I am even more cognizant of the need for continuity and change in our ever changing times. The continuity lies in our ability to be guided by social work ethics and to build upon and expand chapter priorities that address:

1. The future of social work and the economic circumstances affecting social work employment and practice in the City.
2. The realities linked to race, diversity and intersectionality (RDI) that lead to systemic oppression within systems and the role of NYC social workers in addressing these issues.

In envisioning “Social Work in the City,” NASW-NYC is the go to place for collective thought, collaboration, advocacy, organizing and action. Social workers are embedded in every system and often times at the frontline. Collectively, we hold a wealth of knowledge that is invaluable to our society. In order to achieve the envisioned goal, I am encouraging each of you to become (or continue to be) active members. Simply come and bring your voice, talent and energy to your collective. Also bring your concerns, observations and potential solutions; NASW-NYC is our association, our collective. It is what we make it.

In envisioning “Social Work in the City,” NASW-NYC is a place where social justice and race equity is institutionalized. We live and practice in the most diverse city and the most racialized country. Aligned with social work ethics, NASW-NYC has placed a focused lens on RDI in our programming. When we consider any policy, procedure and/or action; we consider the impact of RDI that may be involved.

NASW-NYC challenges itself to bring on leadership that represents social workers in the City. Diversity of voices and expanding our perspectives to include the lived experiences of others allows us to move toward amelioration of the impact of racism and oppression. Intergenerational leadership allows for us to have continuity and historical memory to inform our current actions. It also allows for change as the City and greater society changes. We do not have to become stuck in our ideology, politics or privilege; we are

able to embrace new thoughts and solutions. Running for Chapter Board of Directors is one way to get involved. In addition to our elected Board of Directors, we have committees, taskforces, collectives and workgroups that focus on particular areas of practice and current issues. To learn more about how to get involved please consider attending one of our meetings.

Nominations were recently solicited for emerging, mid and top career levels social workers, who are meeting the needs of our ever changing times. We will honor and celebrate their work as examples of how social workers' can "be part of the solution, not part of the problem."

Continuing education (CE) has always been a strength of NASW-NYC toward keeping social workers up to date across practice areas. We have deepened this commitment to quality CE courses at the advanced and beginning levels of practice. A request for proposals for our 3rd Annual Social Work in the City Conference has also been sent out, and we expect to receive dozens of submissions. (Deadline October 1st).

As we look toward the best ways to communicate with social workers in the City, especially during critical times, we are building a rapid response communication team. Folks who are excellent writers and adept with social media might lend their expertise to a committee or taskforce workgroup.

As I close for now, I am extending a cordial invitation to please join us at our next collective space, the 2016 Annual Meeting on October 20th: The National Elections, Social Work in the City & the Impact of Systemic Racism on Health and Mental Health. For more information and to register for the Annual Meeting and the Networking After Party: (http://www.naswnyc.org/event/2016_annual_meeting).

Continuity and change.... moving forward together.



In Nonprofit Organizations: Promoting Social Justice is Everyone's Business

Elaine Congress, DSW, LCSW

Past president of NASW-NYC, Associate Dean and Professor at Fordham University Graduate School of Social Service.

*Dr. Congress helps to direct the Fordham Center for Nonprofit Leaders (www.fordham.edu/nonprofits) that offers an executive education certificate, a degree program in Nonprofit Leadership, and a seminar series. In addition, Dr. Congress recently published a book entitled *Nonprofit Management: A Social Justice Approach*. See these links for more information. [Non Profit Management Book Flyer](#), [Table of Contents](#) and [Contributors](#)*

How would you describe the nonprofit organization where you work?

A nonprofit organization is generally described as an association that conducts business for the benefit of the general public without shareholders and without a profit motive, and these adjectives are frequently used to describe the work of nonprofits - altruistic, beneficent, charitable, humanitarian, and philanthropic. Does this sound familiar to those of us who work in very different social service agencies, substance abuse facilities, hospitals, outpatient medical and behavioral health centers or universities?

The mission of nonprofit organizations is very compatible with the social work value of social justice, one of the six main values outlined in the NASW Code of Ethics with the related ethical principle that social workers work to challenge social injustice or stated more positively, social workers work to promote social justice. Whether we serve individual clients, families, communities, consumers, or students we, all share this common mission as we all work on behalf of vulnerable and oppressed individuals and continually fight against poverty, unemployment, discrimination, and other forms of social injustice. In agencies "we strive to ensure access to needed information, services, and resources; equality of opportunity; and meaningful participation in decision making for all people." (<https://www.socialworkers.org/pubs/code/code.asp?print=1&>)

Promoting social justice is everyone's business in a nonprofit organization! Our work in nonprofit organizations in promoting social justice applies both to clinicians who strive to provide equal opportunities for the most oppressed and vulnerable and to administrators who plan and direct programs that increase access and participation for all.

Staffing And Social Justice

How do social work administrators promote social justice in their work within nonprofit organizations? The most obvious is in the area of human resources and staff management. Government laws and regulations such as ADA and nondiscrimination for hiring practices certainly help to promote our social justice mission. While there are some government laws, regulations that govern employees such as sexual harassment laws and workers right to organize, what happens once employees are hired may vary from agency to agency.

Social workers have an ethical responsibility to promote social justice within their organizations. Neither laws nor agency regulations ban micro aggressions within nonprofit organizations, but social workers committed to promoting a social justice agenda can work to diminish their occurrence so all employees re-

ardless of race, ethnicity, gender, age, or sexual orientation are treated with respect and supported in their work.

Promoting social justice, however, in your nonprofit organization does not only apply to staff management. Attention to social justice can and should permeate every aspect of management, including strategic planning, fund raising, program evaluation and financial management.

Strategic Planning And Social Justice

Strategic planning should not be done exclusively by top administrators “behind closed doors.” Social work administrators in nonprofit organizations who are committed to a social justice mission involve all staff in strategic planning. Greater inclusion of all becomes a win-win situation because it may lead to better outcomes as line workers are often more knowledgeable as to what works and what has not worked. Thus in addition to promoting social justice by greater inclusion and participation, involvement of all staff as well as community representatives in strategic planning may lead to more effective plans.

Fundraising And Sources Of Contributions

With the current decrease in government contracts and limited foundation grants, fund raising has become a growing and necessary concern of nonprofit organizations. How can a nonprofit with a commitment to social justice best plan for diverse fund raising activities, such as direct contributions, hosted events, or sponsorship opportunities? The nonprofit leader with a social justice approach is always careful to assess the source of contribution and sponsorship. Is it from a socially responsible organization? Are any proposed contribution from organizations that have programs that are contrary to social work values and articulated policies? There does not have to be complete agreement as to similar policies but if there are major indications of social justice violations from a funding source, the social work administrator should best look elsewhere for a contribution.

Program Evaluation And The Most Vulnerable

Because specific evidence of what works and does not work is increasingly important for both funding and reaccreditation, program evaluation is an essential component of a nonprofit organization. Program evaluation also provides an excellent opportunity for nonprofit administrators to call greater attention to how their programs provide services to the most vulnerable in our society. This fits very well with promoting our social justice mission and is especially important at a time when there is much negative media attention to increased problems of clients and the failure of nonprofits to address them.

Ethical Administrators

The Code of Ethics advises the ethical social work administrator to advocate for adequate resources and allegation methods that are open and fair. This is most difficult at a time that nonprofits have diminished resources and continually struggle with meeting payroll and other large reoccurring expenses.

In the nonprofit world many of us had a serious wakeup call with the news that a major NYC social service agency was closing because of insufficient funds. Many in the nonprofit field have pointed to contributing factors such as decreased government funding, increased competition from other nonprofits doing similar work, and more government regulations that require additional costly “paperwork” without providing additional staff to meet increased demands. Some social workers have seen a business model as the enemy and not simpatico with our focus on social justice.

Financial Management To Promote Social Justice

Financial management as a means to promote social justice may seem like a contradiction to some social workers. The financial office in a nonprofit organization is often viewed negatively for its role in cutting pro-

grams and services to those who are most in need. Furthermore, many social workers may know little about finance after having only taken required MSW research courses that do not focus on organization finances. Social workers in nonprofit organizations, however, can benefit from learning more about financial management and ways that the financial operations can be used to expand services that promote a social justice agenda.

When Services Are Cut, Using A Social Justice Model

Only Pollyanna would deny that there are current threats to increased growth and even survival of many nonprofit organizations. Non-profit leaders are frequently challenged by the need to cut back important services. When faced with serious financial cuts, using a distributive justice model might be helpful. As social workers' committed to promoting social justice it is most important to consider which population is the most vulnerable. Deciding between two different but equally needy populations is often quite difficult. If both populations have similar great vulnerability, another possibility might be a slight reduction to each program rather than the total draconian elimination of one program. Staying true to our mission of promoting social justice is most important for the social work administrator in planning any proposed reduction of services.

Social Entrepreneurship And Social Justice

Building collaborations and inter-professional work has always been important for social workers. Thus instead of regarding business as the arch enemy perhaps it would be helpful to incorporate more business methods into the work on nonprofits. Social entrepreneurship projects operating both within and outside of traditional nonprofits can be helpful. Defined as the pursuit of social goals with for profit methods, social entrepreneurship combine what has traditionally been thought of as social work's focus on helping the most vulnerable with profit making methods. For example, a nonprofit social service agency might decide to open up a small for profit coffee shop on their premises and hire as employees people who may have difficulties in securing employment in a very competitive job market. Some social entrepreneurship ventures within nonprofits have been very successful in helping non-profits first to survive and then grow and prosper. Nonprofit social work leaders, however, need to carefully assess which business venture might be most effective, is most compatible with other parts of the organization, and helps promote a social justice mission.

Advocacy From Within And Outside

Familiar to all social workers, advocacy continues to be a major method to promote social justice both within and outside nonprofit organizations. Developing new partnerships with both traditional social service, as well as business allies can certainly strengthen advocacy efforts. This is especially important now that nonprofits face continual challenges in a constantly changing social and economic environment.

For more information on social justice and non profit organizations please email
Elaine Congress: congress@fordham.edu



What All Social Workers Need To Know

Nearly One Million People In NYC Have A Disability

Rosalie (Rose) J. Russo Gleicher, DSW, LMSW,
Adjunct Associate Professor of Human Services, BMCC/CUNY

This article aims to inform and interest all social workers about contemporary issues facing people with disabilities in New York City, how social workers can get involved to make a difference in people's lives, and rewards of practice.

Who are people with disabilities?

People with disabilities are a diverse population consisting of people with mobility, visual, hearing loss, intellectual, developmental, cognitive, and/or health-related disabilities, who share a similar history of discrimination and fight for civil rights. The Americans with Disabilities Act of 1990 (2009, para 4) defines a disability as a "... physical or mental impairment that substantially limits one or more of a person's major life activities (walking, speaking, seeing, hearing, breathing, learning, working, self-care); or a record of such an impairment; or being regarded as having an impairment..."

In NYC, there are nearly one million people, or 948,208, who have a disability out of approximately 8.5 million people living in NYC, which is 11.2% of NYC's population (Burey & Calise, 2016); ten percent or 99,000 New Yorkers who have a disability use wheelchairs (Buery & Calise, 2016). Many disabilities are hidden or invisible.

What issues do people with disabilities encounter?

The Americans with Disabilities Act of 1990 aimed to ensure that 43 million Americans with a physical and/or mental disability, have legal protections to obtain full rights to society in the areas of education, employment, housing, public accommodations, education, transportation, communication, recreation, health services, voting, and access to public services (Americans with Disabilities Act, 2009). However, more than 25 years later, one in five Americans or 57 million people, have a disability and the number is growing (US Bureau of Census, 2012), and people with disabilities continue to face a combination of challenges in these same areas of life that results in high rates of poverty and unemployment (CIDNY, 2111; Fessler, 2015; Myers & Laux, 2010; O'Leary, 2015).

Several issues of particular importance to people with disabilities in NYC are:

- (1) **Transportation:** Out of 468 subway stations, only 85 are accessible, which is less than 20 percent, stations have mechanical problems with elevators, and unlevelled gaps exist between the platform and the train (O'Leary, 2015). In Lower Manhattan, of 1,066 curb cuts, 806 curb cuts create difficulty for wheelchair users due to crumbling concrete, potholes, barriers, incorrect slopes, or no cuts at all (O'Leary, 2015). New pedestrian plazas are causing difficulty for people with visual disabilities (Flegenheimer, 2012).
- (2) **Unemployment and Poverty:** In NYC, 32% of people with disabilities live in poverty (CIDNY, 2011). The employment rate for a New Yorker with a disability, age 18-64, is 31.2% compared to 72% for a person without a disability, resulting in an employment gap of nearly 41 percent, and median earning for people with disabilities lags more than \$25,000 behind (Cuomo, 2014; CIDNY, 2011).
- (3) **Service Shortages:** There's a need for interpreters for people who are Deaf and involved with the NYC legal system and/or homeless shelter system (Kreiger, 2016; New York Center for Law and Justice, 2015) and at public events (Rosenthal, 2015a and b). New York City has 1.1 million school-aged students, including 273,000 students with disabilities (Burey & Calise, 2016), and there's a shortage of therapists to work with children who

have with disabilities at home and in schools (Harris, 2015, Lore, 2016).

- (4) **Housing:** There are shortages of accessible and/or affordable housing (Burey & Calise, 2016; NY Association for Independent Living, 2011).

Social work roles with people who have disabilities

Social workers can address the issues facing people with disabilities in a variety of ways, using counseling, collaboration, and advocacy on the individual level, and political advocacy and education on a macro or societal level. The Code of Ethics of the National Association of Social Workers (NASW) says: "Social workers seek to enhance clients' capacity and opportunity to change and to address their own needs." In addition, the mission of the social work profession for the past 100 years has been to "advocate for the rights of people who are vulnerable or disadvantaged" (NASW, undated).

Intake/Assessment: A good intake involves listening, asking questions about the client's strengths, and asking what goals or services the client wants, not just asking questions to get information that the agency needs to make the client eligible for services. Showing respect by using disability etiquette language, encouraging client self-determination by giving choices, and focusing on client strengths, helps us get a better understanding of a client's situation. Sometimes, the client isn't in the right agency and his/her needs could be better addressed by another. We're lucky to have hundreds of organizations that help people with disabilities, and the challenge is to find the right one.

Empathy is the ability to put one's self into the shoes of others to listen closely, understand a person's situation, and convey this understanding to the client/family. Empathy is particularly important during an intake to elicit information and build the worker-client relationship. People with intellectual disabilities need a lot of empathy because they often have a history of failure and/or being involuntary clients, who didn't ask for help, but are referred to counseling or a program by a parent or teacher.

Counseling skills: A disability is one piece of a person's whole identity, which could include many societal roles, like parent/child, brother/sister, student/employee, or intern/volunteer. When a person with a disability has a problem, the problem may or may not be due to the disability. Moreover, not every person with a disability identifies as having a disability. People with disabilities face similar issues to the general population, so social workers address issues such as relationships, depression, substance abuse, search for identity, and career/education goals. People with disabilities also face unique challenges due to societal discrimination and/or adjustment to having a disability.

Group work skills are particularly needed in situations, for example, where an individual needs to develop socialization skills, get parenting support, and/or receive disability-related support to adjust to having a disability. Through counseling, social workers help people to develop self advocacy skills, and connect clients with role models, support groups, technology, community resources, and disability culture, like the NYC Disability Pride Parade, and Independent Living Centers.

Collaboration: In disability-related agencies, social workers often work in team settings with a variety of professionals on behalf of the client and/or his/her family, to coordinate services and develop a service plan based on the concept of person centered planning, which uses the strengths, interests, preferences, capacities, needs, values, and goals of the individual and/or family. For example, the individualized education plan (IEP) provides appropriate education services to children ages three-years-old to 21-years-old who have disabilities. Early intervention services, school age settings, and day treatment programs are particular areas of practice utilizing a team approach, where social workers work with nurses, occupational therapists, physical therapists, psychiatrists, psychologists, speech therapists, teachers, and/or vocational counselors.

Advocacy: On the micro level, social workers in the disability field advocate on behalf of clients to connect them with services, and encourage client self-advocacy, whenever possible. Good writing and speaking skills are necessary to write letters, make phone calls, appeal decisions, and participate at fair hearings, for example,

at Medicaid or Social Security. On a macro level, political advocacy is meeting with government and other community organizations, and participating in political demonstrations and at sit-ins. In NYC, social workers can get involved in coalitions, as I did, like borough-wide Developmental Disabilities Councils (and Transition Committee), Disabilities Network of NYC, Citywide Council on Special Education, NASW Disabilities Taskforce, Inter-Agency Council, and Youth and Vision Loss Coalition.

Education: Also, at the macro level, social workers try to reduce discrimination and negative stereotypes about people with disabilities by educating the public, for example, by demonstrating disability sensitive language, discussing case studies of successful people with disabilities in class, providing students with disability-related internships or volunteer work, educating employers about the strengths of people with disabilities, and offering tax incentives for hiring people with disabilities.

Rewards of practice

Social workers help people with disabilities to address personal and societal challenges to become independent, productive, and included in society, which is a very challenging and rewarding career. I've been on both sides of the desk. Professionally, for 20+ years, I've helped hundreds of people with disabilities to prepare for and obtain jobs, and obtain social services that they need, which is very rewarding. Personally, as a parent of a child with a disability, we've been recipients of many services that have helped us.

There are hundreds of non-profit, private, and government organizations in NYC that employ social workers to help people with disabilities in a wide variety of settings, such as early intervention, schools, day treatment, pre-vocational programs, job training, mental health centers, residential services, colleges, and more. For information about social work careers in the field of disabilities, please email: rgleicher@bmcc.cuny.edu

[Click here to view the list of references](#)



Social Workers in the City - Moving Beyond Silence to Taking Action

Christiana Best-Giacomini, Ph.D., LMSW
1st Vice President NASW- NYC Chapter

"For us, true speaking is not solely an expression of creative power, it is an art of resistance, a political gesture that challenges the politics of domination that would render us nameless and voiceless."

bell hooks, Talking Back

As social workers, we advocate tirelessly for the poor, abused, addicted, oppressed, and marginalized. In an effort to help those that are often vulnerable, nameless and voiceless, social workers work long hours and often end up neglecting themselves and their families in order to effectively accomplish the "work" in social work. Historically, social work has its roots working with people gripped by poverty and inequality. As a result many of our predecessors' worked in poorhouses, homes for the aged, shelters for the homeless, and orphanages. Today, while some of the settings have expanded and grown social workers' devotion and commitment to individuals, families, groups and communities continue to be steadfast.

A 2009 CNN article entitled "Stressful jobs that pay badly," the social work profession was featured as one of the most stressed and poorly paid jobs. In addition to working in high stressed environments, many social workers' have to deal with high caseloads and low salaries which leads to burnout. Burnout leads to many social workers feeling physical, mental and spiritual exhaustion caused by excessive and prolonged stress. Due to burnout, many social workers remain silent because they are too tired to advocate for themselves, the way they advocate for their clients. The good news is the National Association of Social Workers (NASW) advocates for social workers and work on behalf of social workers.

The New York City chapter of NASW has your back. We provide a supportive, professional environment, while actively working on the issues that impact the lives of social workers. One example is our "salary campaign" strategy - where we're working to get pay equity and higher salaries for social workers. Most of all, NASW-NYC recently hired a lobbyist to move the issue of salary inequities forward.

While having a strong work ethic is not exclusive to just the social work profession, social workers can trace their work ethic to the social work principle of service, which states that social workers should elevate service to others above self-interest. This principle encourages social workers to "volunteer some portion of their professional knowledge and skills with no expectation of significant financial return - pro bono service" (NASW code of ethics, 2008). To that end, many social workers around the country volunteer their time in the service of others. Some social workers volunteer their time in addition to working a fulltime job by participating in NASW-NYC activities, committees, and Board of Directors. However, it is imperative for all social workers in the city to get involved with NASW. You can begin by joining one of the many committees that interest you or by becoming a mentor to a new social worker or being a mentee. The possibilities are endless.

Why do we choose this particular type of service? What we share is a strong belief in elevating the social work profession and the importance of advocating for social workers so they can effectively work with the people who need them. At the same time, many of us believe that service should include advocating for better working conditions for social workers because social workers matter too. The NYC chapter of NASW has been working on a number of priorities, such as:

- Salary campaign – to eradicate salary disparities;
- Loan forgiveness – the recent State budget was increased by an additional \$.25 million for a new total of \$1.72 million for the 2017 cycle.

- Social justice/antiracist practice; test prep for LMSW/LCSW
- Addressing issues relating to licensure exemption.

In addition to the chapter's priorities listed above, there are a number of resources and committees you can participate in, as a member. If you're not yet a member of NASW-NYC, it's never too late to join.

If you're a member of local 371 as many social workers are, you may also be able to get part of your membership fee paid for by local 371. If you are an MSW student/intern the fee is only \$57.00.

In order to accomplish the priorities of NASW-NYC chapter for NYC social workers, we need you to "move beyond your silence and take action by becoming an active member."

Here are some of the resources and annual events you can participate in:

- Committee membership- see the list of committees and task forces on the website
- Test prep courses – LMSW and LCSW
- NASW Annual Continuing Education Conference (April 18, 2017)
- Monthly Continuing Education Workshops
- Job listings
- Special Events - Professional networking opportunities
- Annual meeting – social work image award. October 20th
- Awards dinner –leadership award. December 1st

As a proud member of NASW-NYC, I will continue to support social workers by representing the "voices" of all social workers including child welfare. However, it is most important for you to let your own voice be heard by actively participating. You can keep up with other social workers in the city by reading NASW-NYC CURRENTS and by going to the following link www.naswnyc.org or calling (212) 668-0050.

Take the challenge and join other social workers in the city, will you?

New Book Advancing the Work to Address Racism

Two Former Chapter Presidents and the Former CEO of JBFCS Address Strategies for Deconstructing Racism

Alma Carten, PhD, LCSW, Mary Pender Greene, LCSW-R, and Alan Siskind, PhD, LCSW collaborated to edit a very relevant book, titled *Strategies to Deconstruct Racism in the Health and Human Services*.

According to Joyce James, a major anti-racism social work leader in the country, in writing in the forward, the book will inform social work practice and “will elevate the consciousness of well-meaning professionals, causing them to reflect intently on race and racism...”. She points out that accountability in addressing racism will be enhanced and that the book will serve as a catalyst for change.

The following is a list of chapters and their authors. To purchase this book, go to [Amazon.com](https://www.amazon.com).

PART ONE: Building the Infrastructure: Supporting Sustainable Change and Renewal

1. Promoting Organizational and Systematic Change
Mary Pender Greene and Paul Levine
2. Incorporating Antiracist Work at Staff and Board Levels
Alan Siskind and Todd Schenk
3. Education and Training of a Race-Conscious Workforce
Willie Tolliver and Steve Burghardt
4. Creating a Culturally Competent Research Agenda
Mo Yee Lee, Xiafei Wang, Yiwen Cao, Chang Liu, and Amy Zaharlick
5. When Does Race Matter? Examining Antiracist Organizational Change
Lisa V. Blitz and Mimi Abramovitz

PART TWO: Reshaping Theoretical and Practice Paradigms

6. Deconstructing White Supremacy
Rev. David Billings
7. Theoretical Perspectives for Transformation
Jeanne Bertrand Finch
8. Antiracist Approaches for Shaping Theoretical and Practice Paradigms
Kenneth V. Hardy

PART THREE: Systematic Impacts and Special Populations

9. Children, Youth, and Family Serving Systems
Gerald P. Mallon and Ruth G. McRoy
10. Systems Serving Ethnically Diverse Older Adults
Camille Huggins
11. Barriers to Mental Health and Treatment among Urban Adolescent and Emerging Adult Males of Color
Michael A. Lindsey and Amaris Watson

PART FOUR: The Helping Relationship

12. The Influence of Race and Ethnicity on Consumer Behaviors
Manny J. González
13. Establishing Effective Cross-Cultural Alliances with Diverse Consumer Populations
Eileen Klein
14. Unpacking Racism, Poverty, and Trauma’s Impact on the School-to-Prison Pipeline
Robert Abramovitz and Jessica Mingus

PART FIVE: Replicating Best Practices

15. Giving Equal Access to the American Dream to All Kids: The Harlem Children’s Zone
Anne Williams-Isom
16. A Racial Equity Staff Development Strategy for Public Human Service Organizations
Christiana Best-Giacomini, Alexis Howard, and Henry Ilian

Announcing A New Committee on Narrative Practice

Monday, October 17, 6:00 to 8:00 PM

Interim Chairs; Ann Burack-Weiss, PhD, LCSW and Christiana Best-Giacomini, PhD, LMSW

We invite you to the newly formed NASW- NYC Committee on Narrative Practice, to introduce the potential of narrative social work to social workers across all settings, populations, and disciplines, and to develop a lively conversation among colleagues. At traditional and non-traditional contexts, agency practice, and private practice, as well as in supervision, teaching, research, and administration, narrative practice can uniquely enhance the meaning of our work.

The Committee on Narrative Practice will meet three times during the year, in October, January, and April. The first meeting will be held on Monday, October 17, 6:00 to 8:00 PM, at the chapter office, 50 Broadway Suite 10001 New York, NY 10004.

Please send an RSVP to Ann Burack-Weiss at aburackweiss@gmail.com. Future meeting dates will be announced, and will appear on the Calendar of Events. All social workers are invited.

Narrative Practice honors the human connection between clients and worker and the stories they bring into their encounter. The reciprocal nature of the contact has the potential to unite case to cause – the advancement of the goals of racial and social justice – that are at the heart of the social work profession.

Illustrations of the breadth of narrative practice, and of the creative use of self while helping clients and their communities find hidden strengths, are included here from founding members of the committee. They also appear as chapters in a forthcoming book from Columbia University Press:

- A social worker who uses her skill as an oral historian surprises herself and her dying client with the discovery that the story she evokes is a valuable historical archive.
- A social worker with an understanding and love of poetry helps a group of Alzheimer patients in a senior citizen center compose a list poem that demonstrates their surviving spirit and strengths.
- A social worker raised in privilege in India goes to Africa to help truck drivers feel safe enough to disclose their HIV stories, protect themselves and others and become advocates on their own behalf.
- A social worker who understands the power of writing one's story provides mothers', stigmatized by having their children removed from their care, with the tools to write and publish accounts of their experiences - giving them a powerful voice in the child welfare system.
- A social worker who was a child of transnational parenting facilitates the telling of stories from mothers who have been separated from their children - so uncovering the costs of the search "for a better life".

We look forward to seeing you at the October 17th meeting of the Committee on Narrative Practice, and invite your active participation.

48th Addictions Institute Addressed Race, Diversity and Intersectionality (RDI)

Dr. Ken Hardy applied RDI to clinical practice



(From top right) Dr. Ken Hardy, Co-chairs of Addictions Institute, Sharon Davis and Susan Palmer, Dr. Andrew Tatarsky present to over 500 social workers at the Addictions Institute.

On Wednesday, June 8th, 2016 close to 500 social workers gathered at Fordham University for the 48th Annual Addictions Institute. The theme of this year's event was "A Paradigm Shift through Race, Diversity & Intersectionality (RDI) Lens: Where We've Been, Where We Are Now & Where We're going".

Through 22 workshops ranging from theoretical concepts to clinical techniques, addiction and its effect on an array of populations and communities were addressed including: ethnically oppressed groups, adolescents, the elderly, LGBT, women, the imprisoned, families and couples, social work professionals who use and individuals living with a mental disorder(s).

The keynote address by Dr. Kenneth Hardy set the tone for understanding the RDI lens. Dr. Hardy is the Director at Eikenberg Institute for Relationships and Professor at Family Therapy at Drexel University. The address titled: "Substance Use and Abuse: A Multicultural Relational Approach to Treatment" highlighted the following concepts and techniques for attendees:

- Engaging in the therapeutic relationship is a form of activism.
- Reality is subjective; a multi-cultural lens might threaten one's personal identity (applicable to both professional and client).
- Culture is an immense factor that is not limited to race and ethnicity; consider the ecological perspective or person in environment concept when diagnosing and examining substance abuse.

- V.C.R. (validate, challenge, and retame)- techniques that allow professionals to humanize clients through finding redeemable qualities before making judgments and/or criticizing clients.
- Three categories of therapists.
 1. Jailer- primarily concerned with control; maintaining status quo (i.e. I don't make the rules, I'm just doing my job).
 2. Helper- there to pick up the pieces when things fall apart, but doesn't extend themselves to address the conditions that contribute to things falling apart.
 3. Healer- recognizes the way it is, isn't the way it has to be. In the "hope manufacturing business". The impossible is possible, but it may take a while.

You can find a video of the entire keynote address on the [NASW-NYC website](#)

We would also like to thank the sponsors and exhibitors who participated in this year's Addictions Institute.

If you are interested in getting involved with the Addictions Committee, come to the monthly meetings scheduled the second Wednesday of the month, 9 am – 11 am at the NYC Chapter office. The next meeting is October 19th. RSVPs are not necessary.

We Would Like To Thank Our 2016 Sponsors & Exhibitors For The Addictions Institute

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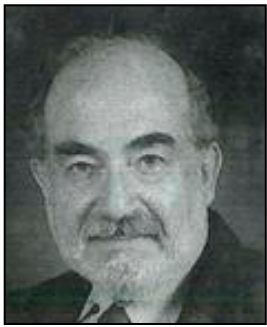
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In Memoriam



Gerald Beallor, Chapter President in 1970's, Dies at 90

Gerald Beallor, who had been in social work practice for more than 50 years, died in August, 2016. He was 90 years old. His early work was in aging, health and mental health and direct service. His career included many years of clinical work, administration, consultation and teaching. He also served as a private practitioner in clinical social work. Mr. Beallor served as the NASW- NYC President from 1974-1978.

Mr. Beallor retired after more than 20 years in his position as Director of Social Work Services at Montefiore Medical Center in The Bronx, New York. He was an architect of quality social work service in the health care setting. Under his leadership, specific programs were developed in mental health, cancer care, aging and children and adolescence.

In 1982, Mr. Beallor developed a unique case management plan for patients' which was later adopted as the model for the New York State Aids Institute. He helped to establish standards of care which emphasized the rights of the person with AIDS to service without discrimination. He participated in numerous programs on medical ethics and bio-ethics programs.

He championed the significant connection that should be made between the hospital as an institution and as an integral part of the community. He pioneered a multi-service assessment and referral program to assure access to entitlement services to thousands of neighborhood residents and patients. That program has been replicated in many communities.

He also conceived a program that connected two social work agencies: the hospital and the neighboring community center. This enabled as many as 18 field work students a year – from three schools of social work – to have field work experience in both the age continuum and the health-to-illness continuum.

Following retirement, he undertook service to the NASW-New York City Chapter. He helped with the design and development of the Chapter's Health Care Policy and Practice Network. He served as co-chair until 2005.

You are invited to the 2016 NASW-NYC Annual Meeting

The National Election, Social Work in the City & The Impact of Systemic Racism on Health and Mental Health

1 free CE contact hour for licensed NASW members, pre-registration required

Registration Open

**Thursday, October 20, 2016
52 Broadway, 2nd floor Auditorium
5:30 p.m. — 8:30 p.m.**



Keynote Address:
Mary Bassett, MD, MPH
Commissioner of the Department of
Health and Mental Hygiene



Lifetime Achievement Award:
Frances L. Brisbane, PhD, MSW
Retired Dean and Professor of
Stony Brook



Chapter Service Award:
Sandy Bernabei, LCSW



President's Message:
Candida Brooks-Harrison, LCSW

Social Work Image Award Honorees

Brooklyn Defenders Services Social Work Team

Alicia Montero, LCSW

Claudette Duff, LCSW

To RSVP to the 2016 Annual Meeting, visit our website at www.naswnyc.org or call (212) 668-0050

Please RSVP and Join Us at our Annual Meeting Networking After Party: The After Party immediately follows the Annual Meeting at 8:15pm and will be held at the Clinton Hall, 90 Washington St, just a 5 minute walk from the event. Chapter leaders and guests will gather at this beautiful, yet relaxed venue for drinks (cash bar) and networking.



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PPSC WINS!!!

We are proud to announce that PPSC Graduates were awarded 1st, 2nd and 3rd place prizes for Best Student Papers by the AAPCSW for 2016. All papers will be presented at the March 2017 Conference in Baltimore.

2016 Prizes

1st Place

“Better Relating Through Chemistry: Holding, Breakdown and Mutual Recognition with an Aggressive and Devaluing Patient”
Andrew Blatter, LCSW

2nd Place

“The Impact of Internal and External Factors in Patient Progress: An Intersubjective Perspective”
Marilyn Massa, LCSW

3rd Place

“Where There is Space for the Other: Transgenerational Trauma, Dissociation and Recognition in the Treatment Room”
H.C. Fall Willeboordse, LCSW

2004-2015 Winners

“The Shaken Old Self, Immigration, and Self Change: A Chinese Patient in NY City”
Liling Lin, LCSW (2015)

“A Modern Kleinian Approach To An ‘Agreeable’ Patient”
Kay Shin, LCSW (2015)

“Finding Betsy in Dreams: The Use of Daydreams, Reveries, and Nonverbal Imagery in Psychoanalytic Psychotherapy” Raine Gifford, LCSW (2013)

“Aggression in the Holding Environment: Nature and Reverie as a Means of Healing” Michael Jenkins, LCSW (2009)

“The Unknown Other: Psychoanalytic Approaches to Differences in Culture”
Jenny Putnam, LCSW (2004)



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How DO we feel about medication in the room?"**

Lynn Higgins, LCSW

Jan. 21, 28, Feb. 4, 11, 2017

10am-12:50pm 11.25 CEU's \$250

**"Psychopharmacology for the People:
Treatment of the Dual Diagnosis Client"**

Heather Golden, LCSW

Mar. 4, 11, 18, 25, Apr. 1, 2017

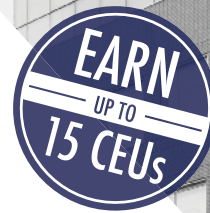
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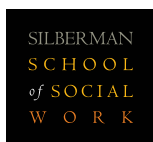
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