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National Association of Social Workers



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Compassion Fatigue: The Pathway to Vicarious Trauma and Burnout

Ben Sher, MA, LMSW

NASW-NYC President-Elect

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On Healing Trauma

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Co-Founder and CEO of My Wellbeing

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Sexual Harassment and Violence a Long Standing Problem in America

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NASW-NYC Annual Meeting Social Work in the City: Resilience, Resistance, and Action

Joe Barker, LMSW

Program Manager for Membership and Fund Development

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Compassion Fatigue: The Pathway to Vicarious Trauma and Burnout

Ben Sher, MA, LMSW
NASW-NYC President-Elect

Social workers are exposed to a lot of stories. Like a vessel, social workers become filled with the stories of their client's racial inequality, poverty, mistreatment, trauma, marginalization and other environmental disparities. Like any good container, social workers aim to hold those stories in their hearts, so that they can provide effective services and support to traumatized people. As a jar that is filled to the brim will likely spill over if continuously filled with no relief, so, too, will a social worker become overflowing if they do not find release from the narratives they are asked to contain. Stamm, Higson-Smith, Hudnall, Piland, Hudnall-Stamm, and the Center for Victims of Torture (2017) have used the term compassion fatigue (www.cvt.org) to describe this phenomenon.

Compassion fatigue is the unfortunate experience that occurs when helping people have been traumatized. It is generally comprised of two elements; vicarious (or secondary trauma) and burn-out. Though some exposure on the job may be primary, such as being a community worker who witnesses first-hand the violence perpetrated on people, it is often the stories that social workers are exposed to that cause stress. This stress, coupled with personal exhaustion, frustration, anger, and depression may lead the worker to feel burned out. Being burned out is being worn out; the worker displaces their negative thoughts and behaviors onto the job and is no longer invested in succeeding at it. Burnout is the time when a social worker may re-appraise their career goals and decide to transition out of the direct service they do.

Being attuned to vicarious traumatic stress as a social worker is crucial to job success. Having dreams or intrusive thoughts about a client who is experiencing trauma, or worrying, or being afraid are good warning signals for workers, that the stress of their work is impacting them. Vicarious stress is the clarion call to a person that they need to take a break, or that the joys and positivity of helping others is being overtaken by negative thoughts and emotions. Like any person who devotes a lot of energy and time to their work, eventually a social worker will experience depletion and need to recharge their investment batteries. This can be done by focusing on the rituals and routines of self-care every day to prevent burnout.

What does this look like? Getting enough sleep. Some form of daily exercise. Humor. Escape by shutting off the things that give us access to our worries, such as email or smart phones. Eating healthy and consistently. Taking time off. Sometimes these rituals and routines seem almost too simplistic to be seen as ways to avoid burnout, yet a common sign of burnout and stress is avoidance and rejection of previously enjoyed activities.

There are numerous tools and resources to assess and combat compassion fatigue as a worker helping traumatized people. One such tool is the Professional Quality of Life Scale (http://www.proqol.org/ProQol_Test.html), an evidenced-based tool that can help take a snapshot of where we, as workers, are with compassion satisfaction, compassion fatigue, and vicarious stress. This assessment has been normed on thousands of helpers who work with traumatized people, and it is but one tool of many that can gauge

how compassionate or potentially burnt out we may be. The authors of this assessment recognize that a questionnaire is not the panacea for compassion fatigue; however, it is a way to help see what is going on, and to start to take steps to rebuild self-care. Helpers need help themselves, so they can continue to be vessels of care and support. Recognizing the pathways to compassion fatigue is one step to take on a journey of being a consummate professional.

References

Stamm, B. H. (2002). Measuring compassion satisfaction as well as fatigue: Developmental history of the compassion satisfaction and fatigue test. In C. R. (Ed.). Figley (Ed.), *Treating compassion fatigue* (pp. 107-119.) Brunner-Routledge. Retrieved from <http://search.proquest.com/docview/42409196?accountid=28179>.

Professional Quality of Life Scale:
http://www.proqol.org/ProQol_Test.html



On Healing Trauma

Alyssa Petersel, LMSW

Co-Founder and CEO of My Wellbeing

"After all, when a stone is dropped into a pond, the water continues quivering even after the stone has sunk to the bottom."

Arthur Golden, *Memoirs of a Geisha*

Trauma. The fog that occupies your mind. The tremor of your hands, knees, voice, coming and going in waves. The weight in your chest, stomach, back. The anger. The guilt.

Trauma is personal. There is no all-encompassing definition of trauma or single answer to what heals it. I understand trauma to be any occurrence experienced as a threat to one's life. While the event itself may have passed, trauma, and all its manifestations and symptoms, remains.

One human instinct is to bury trauma. We think, if we push it away, it can't possibly be as painful. In my experience, personally and professionally, I found that the harder you push trauma away, the stronger trauma will push back.

We carry trauma in our bodies and in our minds. Not every approach to processing trauma will work for every individual. Some individuals may benefit from more than one approach, or an integration of various approaches, as well.

Of highest importance is to provide the space and opportunity for trauma to be seen, acknowledged, embraced, and let go.

One opportunity is talk therapy. Week after week, therapist and client build the space and relationship through which the client can increasingly feel safe. This safety affords the individual an opportunity to share their most difficult memories, healing through connection, shared burden, acceptance, and, ultimately, learning that she or he experienced a trauma but is something, and someone, separate from the trauma. The individual has the strength within her or himself to withstand the waves of processing. There is light on the other side.

The My Wellbeing community of therapists – trained in diverse techniques like psychoanalysis, creative art and drama therapy, Gestalt therapy, EMDR, somatic experience, mindfulness, yoga, CBT, DBT, and more – consistently remind me how diverse approaches to healing can be. One approach may work best for one person while another may work best for someone else.

Complementing talk therapy with physical and spiritual health can also be extremely beneficial for trauma survivors. Practices like acupuncture, for example, create space in the body to gradually release stress and tension that may have built up for years.

My recommendation? Practice patience with yourself and your clients. Invest in a relationship that objectively exists to help you better understand yourself and your story. Anticipating the journey toward healing is often a challenging one. You may need to try more than one thing to discover what works best for you. Ask for help when you need it and accept the support you need to endure. Celebrate the small victories, and, over time, acknowledge and celebrate deep-rooted change.



Sexual Harassment and Violence a Long Standing Problem in America

Olanike Oyeyemi, LMSW

NASW-NYC Interim Executive Director

Sexual harassment and violence have been a long-standing problem, often categorized as persistent in foreign countries against women who face a host of abuse masked under societal norms, or culture, and religious beliefs. In the past few months, sexual harassment and assault has finally come to light in America. The new norm seems to be the exposure of prominent political figures or celebrities being called out for their inappropriate behaviors and misconduct. The million-dollar question is how did we get here? And why have perpetrators being allowed to get away with it for so long and what should the next steps be?

For social workers practicing in the different fields of practice, addressing the culture of sexual harassment, misconduct, and abuse is a critical issue, and a charge that we are called to uphold by our code of ethics. However, to be effective, social workers must first come to understand and recognize that the culture of sexual harassment, assault and, violence is a persistent problem in America, and that no one is excluded. Social workers have to begin to dig deeper as well as begin to deconstruct the dynamics of power and privilege that perpetuates these behaviors.

Furthermore, social workers need to understand what sexual harassment really is and be able to identify the signs of sexual harassment so that they can effectively work with clients and others who may have been affected. Sexual harassment is defined as harassment (typically of a woman, but can be a man) in a workplace, or other professional or social situations, involving the making of unwanted sexual advances or obscene remarks. (www.google.com). Sexual harassment can include requests for sexual favors and can be verbal, written, electronic, or include physical contact of a sexual nature. Identifying sexual harassment may be difficult, as victims often feel a sense of shame and guilt; they may not come forward to report the offense due to fear of retaliation or being judged.

It is uplifting to see that survivors are now finding their voices and are beginning to free themselves of the burden that they have held on to for so long. While the #MeToo campaign and other forums have opened the door for survivors to begin to talk about their experiences, social workers who work with trauma and sexual harassment survivors have been doing this work all along. They are now needed more than ever to continue helping survivors' process the trauma and push forward. While doing this work, it is also important that social workers take care of themselves and practice good self-care and professional boundaries, so that they do not become traumatized or become burnt out.

Social workers whose direct work does not include providing services to survivors of sexual harassment and misconduct, must still continue to learn about this issue and educate as many people as possible about sexual harassment, and what can be done to change this culture of power, privilege and abuse that is permeating through our country.



NASW-NYC hosts Annual Meeting on October 19, 2017

Social Work in the City: Resilience, Resistance, and Action

Joe Barker, LMSW

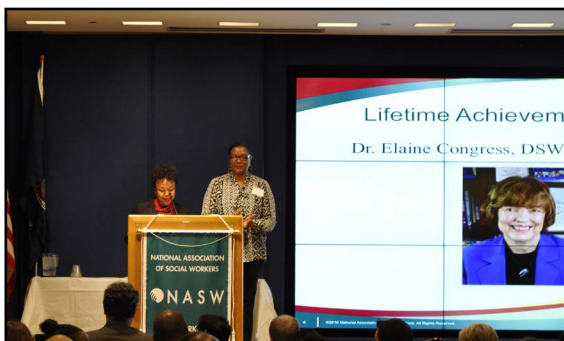
Program Manager for Membership and Fund Development

NASW-NYC strives each year to highlight and honor the work of extraordinary social workers in the NYC social work community. During our 2017 Annual Meeting, we were thrilled to celebrate social work across practice as well as reinvigorate each other to go out and tackle the ills of the world. Whether it is the current political climate, work, or personal struggles, each social worker left the 2017 Annual Meeting recharged and prepared to utilize a 'resilience, resistance, and action' oriented model.



Keynote Speaker, Richard Buery, Deputy Mayor for Strategic Policy Initiatives, extends his personal congratulations to the awardees.

Keynote Speaker, Richard Buery began his address by extending his personal congratulations to the awardees, noting his own close work with many of them. Mr. Buery continued by detailing the work that he and the executive team of the Mayor have prioritized and worked on. Mr. Buery noted that it often feels like we, as a country, are moving in the wrong direction. However, he expressed encouragement that it is in social work that many of the answers can be found. Noting that the story of our country is the story of pushing back and challenging injustice. And who does that better than social workers?



(Left) Fordham Alums Lyneisha Dukes, and Candida Brooks-Harrison, introduce Lifetime Achievement recipient Dr. Elaine Congress



(Left) NASW-NYC President-elect Ben Sher, Chapter Service Award recipient Robert Schachter, NASW-NYC President, Candida Brooks-Harrison

The Lifetime Achievement Award is not an award we acknowledge each year. It is only awarded when we recognize an individual Social Worker who has worked tirelessly and has utilized the entirety of our values and ethics in that work. In this way, Dr. Elaine Congress was selected, not only because she was Past President of NASW-NYC, a representative to the United Nations on behalf of Social Work, a Council on Social Work Education (CSWE) representative, or that she has served for over forty years; but because of all of this and more that Dr. Congress has dedicated to social work.

The Dr. James R. Dumpson's Chapter Service Award recognizes a person who has tirelessly worked on behalf of the Chapter and the membership, to defend our values and to progress our work. This year the award was presented to Dr. Robert Schachter, the former Executive Director of NASW-NYC. Robert "Bob" Schachter is one of the foremost social workers in New York City. He dedicated over three decades of his career to NASW-NYC. Many of the achievements for the profession are due to him.



(Left) Candida Brooks-Harrison, Justin Lioi, Juli Kempner, and Social Work Image recipients, ARWG at the Center for Family Representation



(Left) Juli Kempner, and Social Work Image recipient, Maria Astudillo, and Shreya Mandal



(Left) Christiana Best-Giacomini, Candida Brooks-Harrison, Juli Kempner, and Social Work Image recipient, Alexis Howard, and Shaun Henry.



(Left) Candida Brooks-Harrison, M Campbell, Social Work Image recipient, Po-Ling Ng, and Juli Kempner

Each year, we also present our Social Work Image Award, an award recognizing unique work being done in the field. This year we honored the Anti-Racist Work group from the Center for Family Representation, Maria Astudillo, Alexis Howard, and Po-Ling Ng.

We look forward to next year's Annual Meeting, and we invite you to save October 18, 2018 as a tentative date.

Updates from NASW-NYC Committees

Committee on Healthcare

Co Chairs: Christine Rollet, Martine Baron

The Committee on Healthcare met on November 15, 2017. It invited four social workers from Australia, Israel, Singapore, and Taiwan who were in NYC as part of a leadership program sponsored by Mount Sinai. These social workers had been invited to the Coalition of Race, Diversity, and Intersectionality (CRDI) meeting, previously. An exciting discussion ensued on the features of their respective health systems. Unlike the United States, each offers universal healthcare with various involvement of private insurance to supplement the basic healthcare provided to the citizens/residents.

Since the discussion took up the whole meeting, the list of recommendations for actions regarding single payer was postponed, as well as a report on DSRIP, a NYS/NYC delivery of healthcare and payment system which will affect many social workers. Prior to our discussion led by the Co-Chair, Martine Baron, several members were not aware of the implication this new system will have on social workers. The committee will review the draft recommendations at its next meeting.

The Committee will meet on December 20, 2017 at 6:30 pm, 50 Broadway (10th floor). For inquiries contact naswnyhealth@gmail.com

Disaster Trauma Committee

Chair: Madelyn Miller

The Disaster Trauma Committee provides social workers continuing learning and collegial support regarding disasters and other collective trauma and loss. Discussions focus on disaster experience within a global context, response work, and attention to the impact of immediate and long-term disaster work on social workers. Providing a context for dialogue, meetings consider emergent natural and human-caused disasters, and those of long-enduring presence, within a historical, political, cultural, and social context, and a social justice and race equity frame. From devastation across Puerto Rico and the Virgin Islands; other humanitarian crises; and the Charlottesville white supremacist/neo-Nazi rally; to hate crimes and mass shootings in Charleston and Orlando; and relentless community violations across our country, echoing historical trauma and loss, meetings consider individual and community vulnerability and resourcefulness, vicarious trauma and vicarious resilience, reflective self-care, and efforts toward resilience. Social support and community-building seem essential to both the aftermath of disaster, and our experiences of disaster work.

Considering the collective trauma of the political climate, the committee provides a context of support among colleagues for discussion of our own experiences, and implications of the political landscape, including broadening assaults on human rights regarding immigrants, refugees, those seeking asylum, Dreamers, and others. Continuing conversation includes determining creative action, shaping future initiatives, and considering chapter committee collaborations.

All social workers are welcome to join future meetings, noted on the Calendar of Events, and held every other month on Fridays, 9 am to 11 am, at the Chapter office.

Nursing Home Committee

Chair: Wayne Orlowitz

The topic for discussion continues to focus on the implementation of requirements for skilled nursing facilities that participate in the Medicare and Medicaid programs. NASW-NYC Nursing Home Committees will also be scheduling future meetings on the impact of managed care on nursing and rehabilitation facilities and the Section Q program. It is important for social workers who are interested or involved to attend the future meetings, so as to address social work practice in nursing homes and promote education, professional development and advocacy for nursing home social work practice

The next meeting will be held on February 22, 2018 at the Chapter Office at 6:00 pm.

Committee on Immigration and Global Social Work

Chairs: Shreya Mandal, Christiana Best- Giacomini, and Eric Levine

This newly formed committee consists of colleagues who have expressed concern for the needs and interests of immigrants here in the United States, and for the issue of immigration and refugees globally. We seek to sustain welcoming communities that embrace our immigrant neighbors and plan to demonstrate support and compassion as well as to advocate for human rights and justice on behalf of immigrant communities. Our concern for immigrant communities reflects our commitment to the protection and expansion of civil and human rights for all. At this early stage, the Committee is proposing to work in these areas of focus:

- To provide support for colleagues working with immigrant communities through trainings, workshops, and, potentially, an Immigration toolkit.
- To educate the NASW community about diverse immigrant communities and organizations and the issues affecting them, by offering ongoing training, education and best practices: workshops, continuing education, practice advisories, community education, and resource sharing.
- To advocate on behalf of immigrants and our colleagues working with immigrant communities, including to potentially advocate for laws, policies, and programs that lead to justice and opportunity for all immigrant groups. Activities include: issue response and policy statements, issue alerts, protests and actions, coalition building and collaborations, joint events, working with PACE, public testimony.

The committee welcomes all inquiries and invites interested Chapter members to join the effort to sustain a welcoming community that embraces our immigrant neighbors and advocates for civil and human rights and justice on their behalf.

For more information, please contact the co-conveners of the committee: Shreya Mandal, Christiana Best-Giacomini and Eric Levine.

Political Action for Candidate Election (PACE) Committee

Co-Chairs: Alicia Fry and Brian Romero

PACE is the political arm of NASW-NYC. Our primary mission is to screen, endorse, and form collaborative relationships with candidates/holders of public office in NYC, and those who represent NYC in the NYS Assembly and Senate. PACE also educates and mobilizes social workers to participate in the political process and advocates for key legislative issues that align with our profession's values.

PACE's recent activities:

- Conducted a highly successful 3-part PACE Continuing Education (CE) course on Political Engagement for Social Workers.
- Endorsed 34 candidates in total for city-wide office, City Council, and NYS Assembly, nearly all of whom won, in the November 8th general election.
- Opposed Proposition #1 (NYS Constitutional Convention), which was defeated.
- Tabled and presented at the Chapter Annual Meeting on October 19th.
- Attended 1 political fundraiser and made 1 financial contribution.
- Committed to actively supporting the NYS Race Equity Bill, and to working with CRDI, our NYS lobbyist, and other groups to promote it.
- Our social media posts reached over 2000 people.

Please Join Us

- For the PACE Annual Meeting: "Striving for Equity Across Race, Diversity, and Intersectionality" on 12/14/17 from 6:30-9 pm at the Chapter office. Dinner will be served, and elected officials will be in attendance. Please RSVP by December 8th to naswnypace@gmail.com
- PACE meets on the 2nd Wednesday of each month from 6:15-8:15 pm in the Chapter office. Hope to see you there, and be sure to follow us on Twitter @naswnypace, and like us on Facebook: <https://www.facebook.com/NASW.NYC.PACE>

SAVE THE DATE: PACE Annual Dinner Meeting on 12/14/17 at the Chapter Office

Recruitment and Retention Committee- Chair: Ben Sher

New Professionals Committee- Chair: Lyneisha Dukes

Mentoring Committee- Chair: Mark Laster

The NASW-NYC Recruitment and Retention Committee is responsible for reaching out to social workers who have not yet joined the Chapter, as well as assuring members remain involved in the New York City Chapter.

In order to promote retention of current members, the NASW-NYC Recruitment and Retention Committee held its first Resume Refresher event on September 14, 2017. Intended as a targeted outreach event for mid-career members, the program offered 15-minute consultation sessions with seasoned social work professionals to assess their resumes and refine them for career transitions. It also offered an opportunity for attendees to have a professional headshot taken for their LinkedIn accounts. Approximately 25 people attended the event and were quite pleased to have the support and new ideas to increase their employability. The event was so successful that a follow up is scheduled for the New Year, which will include a session on transferable skills.

The Committee is also in the process of developing a Mentoring Program for members of the New York City Chapter. The purpose of the Mentoring Program is to promote professional growth by matching experienced social work professionals with new to mid-level professionals in a mutually beneficial mentoring relationship. Since this is a pilot program, the current plan is to limit the mentor/mentee pairs to no more than fifteen.

Finally, the New Professionals Committee, which is designed for emerging and current New Professionals (less than 5 years in the field), will be working with the Recruitment and Retention Committee. As new social workers, the shift from school or from a different field of work can be trying and tiring. Our members can join a network of individuals who are eager to impact the field of social work and more importantly society!

The New Professionals Committee aims to be a place to provide professional development, connection and support for new social workers. In order to support the work of the New Professionals Committee, the Mentoring

Program will be reserving numerous guaranteed slots for the new professionals as a further incentive to join this committee.

Aside from these specific programs, the Recruitment and Retention Committee has reached out to social workers who have recently joined the Chapter in order to gauge their interests, as well as to encourage their involvement in NASW.

Watch for more details on the activities of The Recruitment and Retention Committee.

Sexual Orientation, Gender Identity and Expression (SOGIE)

Co-Chairs: Kelsey Reeder and Dori Brail

The SOGIE acronym is used by the United Nations and was created to honor the fluidity of numerous and ever-expanding identities present in what is colloquially referred to as the LGBTQ+ community. In addition to the inclusive nature of this acronym, while the NASW-NYC SOGIE Collective focuses our efforts locally, "SOGIE" also recognizes our position in, and responsibility to, the global SOGIE community. We recognize that the SOGIE acronym, like all attempts to institutionalize language that labels a broad, diverse, and dynamic community, is imperfect and may even be unintentionally exclusionary of some members that we are hoping to engage. Thus, we encourage voices of debate to participate in conversations around language, direction, and evolution of the SOGIE Collective. Lastly, in this mission statement and in other materials for the collective, we will use the term SOGIE both as an acronym (as originally intended), but also as a label that distinguishes members of the Collective and the larger Queer, Trans, and Gender-Fluid community.

The SOGIE Collective strives to empower the lives and practice of New York City Social Workers and Social Work students across the gender and sexuality spectrums, specifically those whose identities would be considered under the umbrella of LGBTQIAGNCTS+. This starts with the conscious use of the SOGIE acronym and continues with five distinct driving principles that focus our work on promoting social justice, building community, advocating for affirming legislation, creating opportunities for continuing education, and elevating social work practice.

We encourage folks to refer to our website <http://www.naswnyc.org/page/sogie> for a more comprehensive breakdown of our driving principles.

Social Workers of European Descent Against Racism (SWEDAR)

Chair: Justin Lioi

As the Coalition on Race, Diversity, and Intersectionality continued to grow there was a sense that we, white anti-racist social workers, needed a place to work through several manifestations of white supremacy that continued to show up when we came together and organized in multi-racial spaces. Social Workers of European Descent Against Racism (SWEDAR) was created as a place for white people to challenge each other, learn to de-center our whiteness, and make us more effective when in multi-racial spaces.

What is meant by manifestations of white supremacy in this context comes from the book *Dismantling Racism: A Workbook for Social Change Groups* by Kenneth Jones & Tema Okun. As a group, SWEDAR looks at such manifestations as a Sense of Urgency, and our intense desire to fix structures right away. If we're not examining this, we run right over the contributions of People of Color and end up leading instead of organizing with. A Right to Comfort is another important aspect of whiteness that we explore, as we so easily want to feel we are the "good" anti-racist white social workers, that we often miss opportunities for growth by not sitting with uncertainty and discomfort.

While this (and more!) can be worked on in multi-racial groups, white people often dominate with our process and look to People of Color to do this work for us. While we are accountable, indeed we are a part of, the Coalition on Race, Diversity, and Intersectionality, we in SWEDAR first hold each other accountable thereby making ourselves more effective in our organizing spaces.

During our meetings, we discuss where we are organizing, and where we would like to be organizing. This may be at NASW-NYC, but also in our respective agencies, in our private practices, and with our own families of origin.

There are more and more white anti-racist groups that are doing this work. We are social workers—often the gatekeepers for many of the systems in our city that are ostensibly about helping individuals and families. We are grounded in the principles of the People’s Institute for Survival and Beyond, as well as our NASW Code of Ethics.

We meet on the first Monday of the month at the NASW-NYC office. Please contact swedar.nasw@gmail.com, if you’re interested in hearing more or would like to attend our next gathering!



NASW-NYC Welcomes New Intern Kyle Mabb

Kyle is a 2nd year MSW student at the Silberman School of Social Work at Hunter College. He is a policy-track student within the Silberman’s Community Organizing, Planning, and Development method and is also an active member in his school’s chapter of the Macro Social Work Student Network.

Outside of school, he is currently employed as an Administrative Assistant to the Special Commission to Advance Macro Practice in Social Work, a national initiative of social work leaders dedicated to promoting the macro field, co-led by longtime NASW-NYC member Terry Mizrahi.

Kyle’s current career interests are in policy education and advocacy, specifically around issues of healthcare, gentrification, and the living wage.

One of Kyle’s primary contributions to NASW-NYC is in helping build a database of New York City social work policy experts. The hopes for this data are two-fold, as NASW-NYC hopes to build a platform for engaging social work experts in creating new policy content as well as facilitating their direct involvement with NASW-NYC’s lobbying efforts. In addition, Kyle will be conducting research on member satisfaction with NASW advocacy efforts.

If you have any questions or comments for Kyle, please feel free to contact him at Kmabb.naswnyc@socialworkers.org

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Call for Workshop Proposals to Present at NASW-NYC 50th Annual Addictions Institute

“50 Years of Progress: Challenges and Interventions for the Future”

Wednesday, June 18, 2018
Fordham University Graduate School of Social Service
113 West 60th Street, NYC

Background:

The NASW-NYC Addictions Committee presents an Addictions Institute focusing on creating new, innovative approaches to the difficulties faced by the social work profession—grounded in scientific knowledge and is highly qualified to analyze and intervene to help society make substantial, measurable progress in the future.

Questions to Address at the Institute:

At the 50th Annual Addictions Institute, we will consider how social workers might employ empirically informed interventions to respond to the underlying devastating impact of substance use disorders has on the communities we work in.

This call for proposals is seeking from all relevant fields of practice with an intersectionality lens to include substance use disorders. This year, the focus is on research and evidenced based practices highlighting the unique role of the social worker at the micro, mezzo, and macro level. Where relevant, workshops based on skills that are interactive and experiential are preferred. Workshops are to be 2 hours in length, with at least one presenter being a licensed social worker.

***For clinical presentations, a LCSW is required.*

Deadline for Submission for prospective presenters is February 2, 2018

Potential Workshop Topics:

- Advanced clinical skills and supervision**
- Behavioral Health
- Evidence-based practices
- Harm Reduction/Medication Assisted Treatment
- Child Welfare
- The impact of poverty, incarceration and trauma in communities of color
- LGBTQ Services
- Veterans
- Micro (neuroscience)
- Mezzo (community and organizational structure)
- Macro (policy changes)

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NASW-NYC CONTINUING EDUCATION WORKSHOPS

Complex Trauma in Childhood: Its Persistent and Pervasive Effects

Robert Abramovitz, MD

Saturday, December 9, 2017

10:00 a.m. – 5:00 p.m.

6 CE Contact Hours

Never Give Up: Understanding Suicide and Its Prevention

Shreya Mandal, JD, LCSW

Tuesday, December 12, 2017

6:00 p.m. – 9:00 p.m.

3 CE Contact Hours

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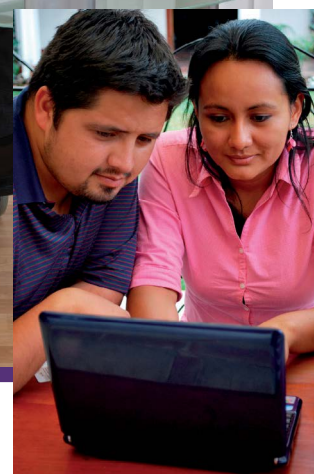
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