Personal and Professional Lessons from the Pandemic

By Daphne L. McClellan, Executive Director

It has been eight months since Governor Hogan issued a “Declaration of a State of Emergency” due to COVID-19. We all know that eventually this will end. Unfortunately, there is no clear date in sight as we face the second (or third) wave of this pandemic which continues to spread across the globe, and numbers will likely surge during the winter months. When it ends, which aspects of our lives will go back to normal and which will not? Undoubtedly, some aspects of our lives will be forever changed and we will have a new normal.

As social workers, what have we learned during the past eight months that will help us cope and carry us through the coming winter?

I reached out to a few members of our chapter leadership and asked what they had learned on either a personal or professional level and here are some of the responses:

“Although I’m not surprised, it gives me hope and motivation on the toughest days to see people’s resilience and creativity - both clients and colleagues.”

– Sarah

“I am grateful for the reset. I see life from a different perspective. My stress level has decreased immensely and work life/balance is doable.”

– Sharlene

“On a positive note, I have learned so much from working side-by-side at home with my husband; and this has strengthened our partnership. On the negative, I have learned how much I value and miss the physical presence of my colleagues to buffer the stresses of work...and life.”

– Barbara

“My experience with telemental health, and from what I hear from every social worker friend I have asked is: ‘I never wanted to do telework and now I LOVE it.’ We all agree that we lose something in our connection with the clients but the convenience for the worker outweighs the small loss. We’ve had to pivot a few times. First, in setting up a space and quickly getting on a platform, and later making the space more permanent and the platform and financial transactions HIPAA compliant. Right now I’m struggling with accepting too many clients because I am not limited to the office hours I rented pre-pandemic. When someone asks me to see one more client I think it won’t be a big deal, one more hour in a week, but I need to start structuring work vs. personal time better. For some of my clients, the election results will have a profound effect on their anxiety. I’m hoping things will calm down in some ways after the election, and I can get a better handle on my schedule.”

– Maureen

LESSONS LEARNED Cont. on page 3

COVID-19 And The Code Of Ethics

Dr. Rosalind E. Griffin, DSW, ACSW, LCSW-C, Committee on Ethics Member

The Chapter ethics committee (CEC) is seeking to open a dialogue with our members and colleagues to educate and highlight the significance of NASW’s Code of Ethics and its relevance to contemporary social work practice and issues. This column will present case scenarios to provide practice evaluating, ethical concerns, and ethical dilemmas using the NASW Code of Ethics to support reasoned resolutions to the scenarios. When pertinent, the NASW Code of Ethics’ connection to the Maryland Board of Social Work Examiners (BSW/E) Code of Ethics will be considered since that code governs the practice behavior of the Maryland licensed social workers.

NASW’s Code of Ethics offers educational guidance to its members pertaining to acceptable ethical practice with the goal of avoiding ethical violations. By contrast, BSW/E’s Code of Ethics goal is to protect the public by legal statutes and regulations. Both codes are currently being tested and scrutinized as a consequence of the social work profession’s transition of delivery of services with the declaration of COVID-19 public health emergency.

The sudden interruption of the customary social work practice delivery methods has accelerated the profession’s grappling with how to apply its ethical standards, principles, and guidelines and how to use advancements in communications through diverse technology such as smartphones, Facebook, texting, and Zoom. The publication of Standards for Technology in Social Work Practice, authored by NASW, Association of Social Work Boards (ASWB), the Council on Social Work Education (CSWE), and the COVID ETHICS Cont. on page 3
COVID-19 and Collective Trauma

Veronica Cruz, LCSW-C

Who could have ever imagined that 2020 would forever change so many facets of our lives? We are all collectively experiencing complex trauma and processing it in various ways. For clinicians it is imperative that we process our experiences as our clients/patients depend on us and turn to us for comfort and reassurance. Since March I have had many previous clients reach out in a state of panic, depression, despair, anger and fear. Minor things trigger them, and their sense of safety has been shaken. Due to the ongoing pandemic we are all experiencing a myriad of emotions coupled with rational and irrational thoughts.

COVID-19 has re-shaped the entire world; in some it has fostered closer relationships while in others it has destroyed them. For many it has sparked creativity while diminishing the flame of innovation and creativity for others. Something as simple as wearing a mask has taken so many meanings: a simple fashion accessory, a medical necessity, a productivity booster. Netflix bingeing has become a real escape for many. Images of mass graves engulf the screen. Netflix is broadcasted on a daily basis, and images of death and loss are not filtered out. Tallying of the deaths has become a real escape for many. We live with fear and uncertainty when hearing of a loved one who has COVID-19 or we fear the possibility of getting it ourselves. According to the CDC and John Hopkins, 221k Americans have died and 1.12 million people have died worldwide from COVID-19. The numbers continue to climb as many fear a second wave, while others believe the first wave hasn’t even passed yet. For many the fears of contracting or knowing someone with COVID-19 are valid, substantiated, and realistic. Often, we forget that each number is someone’s loved one. According to Dr. Charles Marmar, chair of the department of psychiatry at the New York University Grossman School of Medicine, people are experiencing “an epidemic of pathological grief, which is a downstream consequence of the pandemic.” Essentially sufferers are left with immense and unresolved pain of losing a loved one which can create or exacerbate pre-existing mental health concerns. I would postulate that this concept goes beyond the unfortunate death of someone due to COVID-19 but to the sheer grief and loss that has come from COVID-19. Loss of employment, health, finances, relationships, sense of safety, and so much more. While our clients experience this, so do we. No one has been untouched or unchanged by COVID-19.

More than the fear of forgetting your mask, or (for some) the fear of being forced to wear a mask, is the core feeling of one’s safety being compromised coupled with the fear of the unknown. As simple as it sounds, now is the best time to appreciate what you have, rather than what you don’t have. Now is the time to take one day at a time and acknowledge and accept what you can and cannot control.

As clinicians now more than ever we need to practice self-care, boundary formation, and compartmentalization. Just as you shouldn’t leave your house without a mask for fear of impacting others with your actions, the same concept applies to providing services. Don’t treat clients if you are not well. Asking for help shows strength, not failure. It is imperative to focus on recognizing and understanding vicarious and secondary trauma and how it can impact our practice. We are directly witnessing and experiencing the layers of a COVID-19 reality, but we are also indirectly bearing witness to our clients’ experiences. During these times remember to practice social distance, wear a mask, and above all practice self-care.

Productivity in the time of COVID-19

Jennifer Yoshikawa, BSW

Having recently graduated from college and into the world of COVID-19, I have had plenty of time and reason for reflection on the meaning of productivity. As has been the case with many of my graduating peers, post-graduate plans have become complicated or have fallen through, and job searches have come up empty. Whether or not this has been a transitional period of your life or career, we have all been struggling with productivity as we adjust to the “new normal” of working from home; Zoom meetings, and teletherapy, all without the reassuring connections we are used to in the form of seeing our friends, family, and colleagues face-to-face.

Both internal and external forces are constantly telling us that we need to be working and producing at our full capacity, which can feel overwhelming in such an unprecedented living and working environment. It is important to recognize that our society is built upon capitalism, and that productivity has become equated to work output. When we recognize this, as well as the fact that we are living and working in a pandemic, we can put feelings of guilt and inadequacy into perspective.

We need our jobs to make money, and we need to do well at our jobs to stay employed; these are facts of a capitalist society that will not change with a shift in perspective. However, it may be worthwhile to reassess what productivity means to you. Productivity is much more than how many hours we put into our jobs; taking care of our mental health and wellbeing is productive; spending time with ourselves to figure out our passions is productive; nurturing those passions and interests is productive; and pursuing them is productive.

As with self-care, finding the time to spend with yourself can be difficult depending on where you are in life. As a partially employed young adult fresh out of college, I have perhaps too much time to reflect on what is meaningful to me and how to manifest those personal goals into my life. However, when working in a pandemic brings about feelings of personal stress, it may be worthwhile to set aside the time to reflect upon what makes you feel fulfilled and to redefine productivity for yourself accordingly.
Clinical Social Work Association (CSWA) anticipated some of the challenges inherent in technology. The noted social work educator and ethicist, Frederic Reamer led the work group proffered standards characterized as emergent and adaptable. The effects of the public health emergency impacts the social work profession transactionally. That is, the changes require responses and adaptations to the needs internal to the profession and external demands and mandates. See for example, the BSWE COVID-19 Update March 23, 2020 permitting telephone therapy complying with Maryland government’s declaration of the health crisis. The systemic impact of the crisis for the social work profession has produced disequilibrium relating to personal and client safety, financial hardships, loss of clients, and necessity to become competent with HIPPA compliant platforms quickly while advocating for fair reimbursements to survive. This situation raises ethical questions regarding how to do justice for the most vulnerable clients and continuing to thrive as a profession.

The goal of this article is to emphasize that all social workers must understand the code of ethics to establish foundational knowledge to determine acceptable and unacceptable ethical behavior practice during the pandemic. Moreover, the intent is to enable members to distinguish when an ethical dilemma exists as an aspect of the concern. An ethical dilemma arises when social workers are confronted with complex situations where professional values, responsibilities, and rights clash executing obligations to clients, agencies, colleagues, and the community. Under these circumstances, social workers must weigh the benefits and harms to all concerned employing the best data systemically. There are several existing ethical decision making tools to assist with deliberations including consultation with our colleagues.

Note:
There are a number of resources available on this article’s subject. NASW offers copious resources to enlighten members about ethics with frequent updating, giving information and guidance on the web site socialworkers.org. See also www. socialworkers.org/AboutEthics-Education-and-Resources. Ethics consultation can be requested during telephone hours by calling 1-800-742-4089, Mondays and Wednesdays, 1 PM to 4 PM and Tuesdays and Thursdays 10 AM to 1 PM. The NASW Code of Ethics can be read online or purchased. The Standards for Technology in Social Work can also be obtained from the same site. The BSWE web site exhibits the Maryland Board of Social Work Examiners Health Occupations Title 19 and Regulations, Title 10: DHMH Subtitle 42, Board of Social Work Examiners, 10.42.03 Code of Ethics. Another source is the regular Eye on Ethics column penned by Dr. Frederic Reamer for Social Work Today. Germane to this discussion is Reamer’s view on Tele-Social Work in the COVID-19 Era: An Ethics Primer. April 2020 in Social Work Today. This article is the CEC beginning dialogue on ethics with our members and colleagues.

The three following scenarios are accompanied by stimulus questions to which readers may make additions. The CEC is looking forward to your feedback related to the column and the scenarios.

SCENARIO 1.
A multi-service organization, administered by a licensed social worker, is undergoing financial distress from the aftermath of COVID-19. All of the social work staff are working remotely to comply with social distancing requirements. However, the administrators and supervisors have been designated essential and are onsite. In addition to providing direct services, the agency manages a nationwide employee assistance program to screen, assess, and refer clients to the provider network. Emphasis has been placed on expediting and completing referrals without regard to provider locations or client problem presentation. During the social workers’ telephone interactions with intake, their computer screens are visible while the cleaning staff is disinfecting their offices.

SCENARIO 2.
A newly widowed parent desires treatment for an adult child with autism. The parent insists that the adult child would not respond to Zoom and requires personal contact. The practitioner was informed that the child had a positive relationship with teachers. The practitioner suggests that the teachers could facilitate establishing the therapeutic relationship. The parent did not follow through with the request for help.

SCENARIO 3.
The husband of an 80-year-old woman refers his wife for mental health counseling because she is exhibiting symptoms. She is “out of her head” he stated. She does not know she is at home, forgetful, confused, and irritable according to his report. She was recently discharged from the hospital for treatment of COVID-19. There was a sound of desperation in his voice when he said, “she is not right.” They live alone and he is her primary caregiver.

Apply the following stimulus questions to the scenarios regarding ethical practice, use of technology, and returning to in person practice.

Stimulus Questions:
1. Are there any ethical issues evident? If so, identify them.
2. Using the NASW Code of Ethics, identify the ethical standards/principles that apply in the scenarios.
3. What actions if any should be taken?
4. What are the potential harms and or benefits to the social workers, clients and organizations?
5. Are there legal and policy implications involved?
6. What role does technology play in these situations?
7. Are any ethical dilemmas apparent?
8. What practice interventions may be needed?
9. What ethical considerations should be examined for social workers and organizations to reopen?
10. How does the ethical principle of social justice affect any of the situations presented?
11. What additional information would you seek?

On a personal level, I discovered the genuineness of my neighborhood that converted ‘Little Libraries’ into spaces for canned and packaged goods that remain continually stocked for those in need. Professionally, I’ve found there is better attendance at virtual meetings. Even though I miss in-person meetings, I am thinking that when we return to normality, I may propose we consider a combination of virtual and in-person meetings.”

― Julie

“Personal – Without my long commute, I have found it easier to be more balanced. Although in the last few months I have missed seeing my colleagues in-person professionally. A lot of processes have changed with everyone being virtual and we have had to update policies and procedures to keep up with these changes.”

― Anonymous

“I ask are you strong, or just surviving? I need to follow the advice I give to the people I work with: get organized; make a schedule and routine; develop good habits; and practice self-care. It is much easier to think of how others can cope, but neglect to implement these ideas for myself. I realized that one of the impacts of COVID was changing from a regular routine to follow WW plan and tracked my eating every day, resulting in a 37 lb weight loss over 6 months (while my wife lost 50lbs). I kept my ‘covid watch’ to a minimum, finding out what changes and what public health alerts I need to hear, but not obsessing. When the Black Lives Matter movement and worldwide protests against police brutality were elevated by a series of events, I got involved and joined with my union in a protest “caravan” and this helped me feel hopeful, instead of shocked and horrified. Despite all my efforts, these two concerns, along with the threat to our democracy, did affect me. I call it ‘COVID brain’ when I feel disoriented and ‘fuzzy’, have trouble getting motivated, and slip up on following through with some commitments. I saw this in my colleagues also. I have adjusted to this by being kinder to myself and kinder to others and recognizing that we are all human and we have to accept that stress like this affects us whether we like it or not and we have to continue to strive through it, not merely survive.”

― Kate

At the chapter office we quickly learned how to meet the needs of our members for Associates and CELs by changing to virtual webinars offered in real time. We also learned how to access our office computers from home so we could work safely and still keep in daily communication with each other and with our members. Community work has continued uninterrupted through virtual platforms and has even been enhanced. It has been wonderful and has kept us safe and connected. Once we can be together again, we will continue to offer many virtual workshops because we found a lot of people prefer them. We will also continue to offer a virtual option for committee meetings. However, we will also have in-person activities as soon as it is safe to do so.

I have learned how important it is to keep connected. We implemented the weekly ENews in an effort to be uplifting and have a regular connection to our members. I have received more feedback from this weekly missive than from anything we have sent to members previously. Receiving that feedback been very important to me during this time and not being able to be with each other has been hard. I miss seeing all of you and offering greetings and hugs, and I look forward to the day we can be together again!”

― /uni00A0Kate
When a Complaint is Made Against You ...

By Michael B. Friedman, LMSW  
Chair, AARP Maryland Brain and Behavioral Health Team

The pandemic has created and revealed vast psychological needs in our society for people of all ages, including older adults. To the surprise of some, older adults are less likely to experience emotional distress than young adults. The surprise, I think, reflects agent perceptions that older adults are frail and in need of help to manage day-to-day and are particularly vulnerable during disasters of any kind.

In fact, most older adults are not disabled and in need of day-to-day help. Most are active and involved, and though they are more likely to have chronic physical health conditions, older adults are less likely than younger adults to have diagnosable mental or substance use disorders. In addition, most have weathered difficult life experiences and have developed coping skills that only come with age. Research on older adults during disasters indicates that many of them are sources of strength and support to their families and communities in difficult times.

Nevertheless, during this pandemic, older adults face troublesome issues that are different than those faced by younger people and that can worsen their emotional distress. For example, the pandemic has brought serious illness and death due to COVID-19, the highest of any age group. The highest risk, of course, is for those older adults who are disabled and in need of daily assistance—they rise to the level of an ethical violation, and to resolve them through mediation or an adjudication hearing.

The purpose of Professional Review is to correct and resolve ethical violations and ultimately to restore the respondent’s practice. Nevertheless, there are misperceptions and mistaken expectations about what happens in Professional Review that we seek to address in this article.

Receiving a letter from the NASW Office of Ethics and Professional Review notifying you that a complaint has been reported to them and you have been named as a respondent strikes fear in most. Anxiety, uncertainty, confusion, anger, guilt, panic, shock, and embarrassment are among the feelings experienced. Without understanding that the aim of NASW professional review is not punishment, these feelings can intensify, resulting in severe distress. Likewise, if you are the one filing a complaint, the expectation might be to seek punishment of the social worker, and there may be feelings of disappointment when you are informed that punishment is not the purpose of professional review. This sentiment is also reflected in the statement often heard that “NASW can’t do anything to you except take away your membership.” This comment indicates the purpose of professional review has been misunderstood.

First, let’s place NASW professional review in the framework it belongs. NASW is a membership organization with the goal of supporting social workers and their professional development. In line with that mission, the professional review process seeks to correct, improve, resolve, and restore practice, ensuring that ethical standards are met and implemented. What NASW offers is a path to improvement where the dignity and worth of the social worker is valued while also acknowledging that ethical violations have been made that need to be corrected to uphold the Code of Ethics and protect clients, colleagues, and the public.

The other distinctive characteristics of NASW Professional Review are that it is not a legal process and that there is a requirement for confidentiality. While lawyers may be consulted, they are not involved in any of the proceedings that are part of professional review. Legal consultation is not intended to be used to prepare for litigation. The professional review process is strictly confidential, with a few exceptions, and if the requirement for confidentiality is broken by either party it may result in a letter of warning, voiding of the case, or termination.

We have laid out the purpose of professional review. In the next newsletter, we will address the corrective measures and sanctions NASW can take to address ethical violations, including those circumstances involving egregious conduct.
Nelly Waribe, MSW Candidate, UMB NASW-MD Student Intern

I am a graduate social work student at the University of Maryland, Baltimore (UMB). I started as a full-time student in the fall of 2018 and, given that the program is 2 years long, I should have graduated in the spring of 2020. I came to learn that neither my plans nor the school’s plans for me were set in stone. In the fall of 2019, I took a leave of absence for personal and financial reasons. Due to that, I had to re-enroll part-time when I went back in the spring of 2020 because I knew I learn and perform best in a restorative and healing environments, both online and when we return to the schoolhouse. All were warmly received.

2020 School Social Work Conference: Opportunities to Listen and Reflect

Carlos “Carl” Pastor Jr.

NASW-MD is sad to learn that Carlos Pastor, Jr., a long-standing member of our Chapter, passed away on September 19th. Our deepest condolences go out to his family, friends, and colleagues who knew him.

Carlos “Carl” Pastor Jr., 70, passed away September 19, 2020 in Columbia, Maryland with his three children and loved ones by his side. Carl was a hard worker, and his counseling, eventually having his own psychotherapy practice. Carl met his future wife, Janet Ruck, while working in a public health hospital in Baltimore, MD. They were married in 1981 and moved to Towson, MD, before settling in Columbia MD, where they would raise their two children. Sadly, Janet passed away at the age of 93 in 2020.

Our deepest condolences go out to his family. Carlos was survived by his three children: Taia Martinez, Stefan Pastor, and Darryl Pastor, as well as his two grandchildren C.J. and Brandon Martinez. Being the father of 9 children, Carl leaves behind 6 sisters and dozens of nieces and nephews. From an early age, Carlos was well known for his mild, “cool” and easy-going manner. Another distinguishing characteristic of his was his unique, bellowing laughter. Legend has it that his laugh was once used to identify his location in a high-rise apartment building.

This semester is going much better for me than the spring. I think this is due to several factors such as there being ample time to prepare for virtual learning by the school and professors, having interactive classes, and studying subjects that are of interest to me. One class is an elective being offered in the fall, another one that I was able to “scramble into.” Every time I read the textbook and engage with material for that class my passion for criminal justice reform is re-ignited to greater levels. I also have a field education experience from the spring semester. While this has been a place of contention for some, for me it has been quite fulfilling. Some students complain about not having a field placement or not getting anything out of their internship. I am grateful that at times I question if I am missing out on opportunities that previous interns had, making me more prepared when I enter the job market after graduation. A foundation student has one more placement whereas this is it for me. It is nerve-wracking, but I am hopeful about the option to have a hybrid field placement, and by next semester I will be able to have some in-person experiences pending approval from the School. I feel incredibly blessed that I am having a more pleasant experience than I did last semester. Even more so as I am mindful that others are having adverse experiences. I am sympathetic with them deeply and hope things will get better. I know from experience they can.

Finally, I would like to bring to your attention another great listening opportunity. Nice White Parents is the title of the current season in the Serial podcast. It is an accessible look at the issue of the current state of American schools and the well-meaning but often-obliviuous role that white parents play in perpetuating the current problems. Carl’s personality made him well suited for service to others. From his early years as an activist with the “Young Lords,” to his work as a psychotherapist and addiction counselor, Carl always found himself considering and contemplating how to build his own psychotherapy practice. Carl worked with students in the Howard County School System. His service did not stop at the end of the work day, and Carl was known as the person that people came to for advice; whether family, friends, or friends of friends, he was willing to listen and provide feedback. Carl was a family man. He deeply loved his wife, his children and grandchildren, his brother, mother, all 7 of his sisters, and his many friends who he also considered to be family. In lieu of flowers, please donate on behalf of Carl and his family to the Prostate Cancer Foundation.
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**Publication dates are:**
- Winter Edition (January-March) Deadline: January 5
- Spring Edition (April-June) Deadline: April 5
- Summer Edition (July-September) Deadline: July 5
- Fall Edition (October-December) Deadline: October 1

**THE NEXT ISSUE OF OUR NEWSLETTER, THE MARYLAND SOCIAL WORKER, is the January 2021 edition with an advertisement deadline of January 5th.**

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NOMINATE NOW FOR THE 2021 NASW-MD ANNUAL AWARDS!

Recognize your fellow social workers and a local citizen

It's time again to recognize and honor your fellow Maryland Chapter members, student members, and a local citizen who have made outstanding contributions to the profession or the community. The awards, which will be presented at NASW-MD’s Annual Social Work Month conference to be held on March 25-26, 2021, include Social Worker of the Year, MSW, and BSW Social Work Students of the Year, Social Work Educator of the Year, the Social Work Lifetime Achievement Award, The New Professional Award, Social Work Field Instructor of the Year, and Public Citizen Award. Please note that with the exception of the Public Citizen Award, nominees must be a current member in good standing with NASW-Maryland Chapter (it is okay if they join now). Don’t miss this opportunity to say thanks and lift up colleagues who have done so much for the profession and their communities!

Criteria for these awards include:

Nominees for the 2021 Social Worker of the Year Award, Lifetime Achievement Award, New Professional Award and Social Work Students (BSW & MSW) of the Year Awards must have made significant and outstanding contributions to the profession of social work, displayed leadership in the profession, earned the respect of fellow social workers and represented well the professional ethics of social work. Lifetime Achievement Award nominees should additionally be individuals who have a significant span of achievement over his/her career that distinguishes them and a long legacy of commitment to the profession.

Nominees for the 2021 Social Work Educator of the Year and Social Work Field Instructor of the Year must educate the public about the unique qualifications and diverse professional activities of social workers and must support high standards for training in social work education. The Educator of the Year must advance the body of social work knowledge through research and publication. Additionally, nominees for the 2021 Social Work Field Instructor of the Year should be individuals who have demonstrated an outstanding aptitude at providing the professional support, mentorship and knowledge necessary to ensure field experiences which contribute to the development of able, efficient and well-versed future social work professionals, and who have made the field experience a meaningful one.

Nominees for the 2021 Maryland Citizen of the Year cannot be members of the social work profession. Individuals nominated must have made specific outstanding contributions to the human services field and have personally represented ethics compatible with those defined in the NASW Code of Ethics.

Please visit our website (www.nasw-md.org) for the nomination form or contact Daphne McClellan, at 410-788-1066, ext. 18 or dmcclellan.naswmd@socialworkers.org to request a nomination form or further information.

Please include a statement of 350 words or less telling us why you believe your nominee deserves the award and those contributions the individual has made that makes him or her unique; attach additional sheets to the form, if necessary. Please also be sure to include a current resume for your nominee.

DEADLINE FOR SUBMISSION OF NOMINATIONS IS SUNDAY, FEBRUARY 14, 2021!

CALL FOR PRESENTATIONS

THURSDAY and FRIDAY, MARCH 25-26, 2021

VIRTUAL

SUBMISSION DEADLINE: Monday, November 16, 2020

The Maryland Chapter of the National Association of Social Workers is proud to announce the 2021 Social Work Month Annual Conference call for presentations. This year’s theme has not yet been announced, but we always feature a variety of workshop topics that are timely and relevant for all social workers.

POSSIBLE WORKSHOP/WEBINAR TOPICS

We seek to touch on a broad array of issues that affect the social work practice today, and our conference lends itself to the diversity of our clients. We seek to address issues around COVID-19, how technology and social media affect the profession and the public today, other social work issues such as domestic violence, gun violence, racism, addictions of all kinds, murder/suicide issues, trauma, and issues related to youth or geriatric social work. Regarding technology and social work practice, there are a host of issues of significance such as cyber bullying; how technology affects privacy and confidentiality matters; network addictions; and the noticeably diminishing social skills linked to technology. We hope to address both the practical and theoretical issues facing social workers today, and how these issues are changing the profession and our society. NASW-MD would also like presentations that focus on practice tracks such as: ethics, supervision, health/mental health, macro/community, criminal justice/forensics, the LGBTQ community, education, children and family, and aging. Your proposals and suggestions will help in structuring a meaningful conference for all who attend. Workshops are generally 2 - 3 hours in length.

HOW TO APPLY

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

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

Completed presenter application found at www.nasw-md.org or call Jenni at 410-788-1066 x13.

Email all required documents to jwilliams.naswmd@socialworkers.org by Monday, November 16, 2020.