**NASW-MD Awards 2018’s Best**

**By Christy Page Bullman  
MSW, MAGS**

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

The 2018 Lifetime Achievement Award was proudly presented to **Ella May Russell**, LCSW for 53 years of outstanding and distinguished contributions to the profession of social work and for a lifetime spent serving others. A social work leader in St. Mary’s County for over 50 years, Ms. Russell played an integral role in the design and development of Maryland’s Welfare Reform. She served in program development of domestic violence services, homeless shelters, and mental health services.

Starting as a social work assistant in 1964, she retired in 2017 after serving as the Director of St. Mary’s County Department of Social Services since 1985. In 1996, she co-chaired the Welfare Reform Block Grant Committee, which developed and designed Maryland’s Welfare Reform Program. This is not the first time Ella May has been recognized for her exemplary career; she is the recipient of both the 2013 St. Mary’s County Commission for Women’s Lifetime Achievement Award, and the 2010 St. Mary’s County Ryken High School Pillar of the Community. According to St. Mary’s County Commission President Randy Guy, “Ella May Russell has been a staple here in St. Mary’s County for decades. Her work with social services is legendary locally and across the state.”

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

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

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

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

By: Christy Page Bullman  
MSW, MAGS

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

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

Licensure Law Cont. on page 3

**Inaugural Ocean City Conference**

**Friday and Saturday, May 4-5, 2018**

**Dunes Manor Hotel**

**2800 Baltimore Avenue, Ocean City, MD 21842**

Register online at nasw-md.org
Are You A Seasoned Social Worker?

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

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

Additionally, when it comes time to volunteer FOR our profession, many of us find ourselves in the role of field instructor for one of the many social work programs around our state. Therefore, I shouldn’t have been surprised to discover that it is very difficult to interest NASW members in becoming active in their professional association. Everyone is already stretched thin. However, I would like to encourage those who have read this far to consider going that extra step. Consider becoming involved in our chapter as a board member or committee chair. This would be something you would be doing not only for NASW but also for yourself. You would be developing leadership skills and impacting your profession in significant ways.

This is a very important element when I consider my own social work career. Over the span of my participation in this profession from 1978- to present, I have always been inspired by the social workers who contributed and built our profession. Many continue to play a significant role in their knowledge, skills, and experience in our organizational structure. For this reason, my focus shifted most recently toward asking the question, “How can we benefit from our talent and our experiences and how do we get our ‘seasoned social workers’ to give back?” I have always considered it important for those professionals to volunteer their talents.

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

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

In advocating for this group and its formation, I am not designing what this group will create or identify as its purpose. What I am advocating for is a way this identified group seasoned social workers can determine how we give back to our profession. Ponder this: if you are interested in volunteering and have a minimum of 10 years social work experience you would like to hear from you.

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

Leaders Needed: Your Chance to Give Back

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

However, the other two editions (spring and fall) are produced and sent only to you, our members. The member-only versions of the Maryland Social Worker provide me with the opportunity to speak directly to those social workers who are most important to me; you, our members. Last year, during our member survey, you revealed to us that you would like NASW-MD to provide more member networking events. During the past twelve months we have held events in all parts of the state aimed at providing you with opportunities to network, learn, and get to know fellow social workers in your region. During the next few months I will be traveling around the state to present the details on the new revisions to our licensing law and the regulations which have been written to carry out the law. These events are free to members, and I hope you will come out so I can meet you and hear your thoughts.

I would like to reiterate what Charles asked in his Spring, 2018 column. Are you ready to give back? Our chapter needs new leadership. Every year at this time we put together our slate of members who are willing to step forward and serve as board members of our organization. Most positions last 2 years. Currently, we are looking to recruit one person from each of our five branches to serve as a branch representative: Southern Maryland, Western Maryland, Suburban Maryland, Eastern Shore, and Baltimore Metro branches. Available officer positions are First Vice-President and Secretary. We also have a slot for a New Professional. Two years ago we added the position to our board in order to bring a different and important perspective to the forefront. Finally, we have a need for a BSW and an MSW Student Representative (these positions are for one year). To learn more about board positions and what board service entails, please contact me via email at dmcclellan.naswmd@socialworkers.org or by phone at 410-788-1066 ext. 16. You can also view Leadership Opportunities under the About tab on our homepage www.nasw-md.org.
You Can Help Stop Genocide in Cameroon

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

To learn more about what is happening in Cameroon visit:
- https://www.youtube.com/watch?v=KTAMNPWhWgs

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

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

The 2018 Public Citizen of the Year Award was presented to Rochelle “Rikki” Spector for her advocacy and unwavering dedication to compassion, equity, and justice for all Baltimoreans. A Baltimore City Councilmember from 1977-2016, Ms. Spector is a former educator and business owner who has dedicated her career to improving the lives of people in Baltimore. This was never more evident than her actions in the wake of an assault and robbery in December of 2016. Instead of focusing on prosecuting, Ms. Spector worked to improve the situation in the Southwest Baltimore neighborhood where the attack occurred, and she became a mentor to the two boys who attacked her. According to one community leader, “Rikki is a beacon of hope.”

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

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

**NASW-MD’S BEST**

Shireka McCarthy

Lakeisha Mixon

Tyron Bratcher

Rikki Spector

Shirley Nathan-Pulliam

Chris West

Congratulations to all of the 2018 honorees!
Avoiding Caregiver Martyr Syndrome

By Jennifer Fitzpatrick
MSW, LCSW-C

Caregivers of older adults are some of the most selfless people in the world. They sacrifice time, money, and energy to assist an elderly loved one. But is it possible to be too selfless as a caregiver? Absolutely, and it can have grave consequences.

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

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

Physical Symptoms of Martyr Syndrome

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

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

Financial Symptoms of Martyr Syndrome

Even if the elderly loved one is completely financially independent, caregivers may find themselves struggling with financial burdens by negative feelings on a daily basis, especially when they don’t acknowledge, or discuss them, are suffering from martyr syndrome. What’s worse, the caregiver will often feel “guilty” about the presence of negative feelings which leads to a distressing emotional cycle.

Psychological Symptoms of Martyr Syndrome

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

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

How To Avoid & Get Out Of Martyr Syndrome

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

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

Another option for friends and family members of the caregiver is to enlist the help of other professionals who may be able to convince the caregiver to lighten the load. Friends and family can always contact the caregiver’s physician, financial planner, clergyperson or psychotherapist to share their concerns. While these professionals won’t be able to share information back with the friends and family due to confidentiality, often they are willing to accept information about the caregiver. Often a caregiver will take a warning from a professional more seriously than they will from friends or family.

Resources

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

- www.m4a.org links caregivers to local city and county Area Agencies. Every jurisdiction in the United States is mandated to have an Area Agency on Aging (AAA) which is the first place a caregiver for an older loved one should check for help. They can link caregivers to both free and paid services.

- www.AI2.org links caregivers to support groups and services for those dealing with permanent dementia diagnoses.

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

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

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

Jennifer FitzPatrick
MSW, LCSW-C, CSP
is a speaker and consultant on age diversity, older customers, caregiving & dementia. She is the President of Jenerations Health Education & an Instructor at Johns Hopkins University. For more information please visit www.jenerationshealth.com.
Committee members were busy this session advocating on behalf of the chapter. Working closely with NASW-MD lobbyist Ann Ciekot, members provided written and verbal testimony on a number of important bills. Priority issues included legislation that involved the aging population, behavioral and mental health services, and children, youth, and families. Committee members met regularly to discuss which bills would be supported, opposed, or monitored. Among the 35 bills that NASW-MD members supported, 23 of them passed and will be signed into law by the governor. In addition, committee members monitored the status of 21 other bills that related to social work practice and opposed 2 additional bills that failed to pass.

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

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

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

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

BY DAVID AVRUCH, LCSW-C

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

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

Traditional sex therapy examines a sexual problem from three different angles: biomedical, psychological, and relational. Often, more than one angle is in play. For example, a biomedical reason for erectile dysfunction could be hypertension, a psychological factor could be depression, and a relational factor could be a feeling of emotional distance from one’s partner. By jumping straight to medication, we ignore important and treatable problems underlying the sexual complaint. One possible consequence of ignoring other causes: if a client manages his ED by taking a prescription medication without treating an underlying depression, he may lack the motivation to remain adherent to the medicine. Research on the drug Viagra, for example, has documented that up to 50% of patients who are prescribed the drug will quit taking it within a few years. A significant minority never fills the prescription to begin with.

Feminist sex therapy introduces a fourth angle for examining a sexual problem: the political. It seeks to understand sexual functioning in the context of society’s expectations of women and men, as well as how we are taught to think about our bodies and sex. For example, female hypoactive sexual desire disorder (HSDD; “hypoactive” means underactive) is thought to occur in up to one third of all women in the United States. How do we as a society look at our sex lives and our desirability?
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Disaster preparedness and recovery have become important topics in the wake of recent, devastating natural disasters occurring throughout the nation. Moderated by Jenn Fogel-Bublick, partner at Capitol Counsel, a panel at the National Housing Conference’s 2017 Solutions for Affordable Housing National Housing Policy Convening presented lessons from past postdisaster recovery and housing efforts. Panelists explored strategies to rebuild more efficiently and better protect people and communities while more carefully managing public resources.

The Continuing Threat of Natural Disasters

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

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

Considering the Needs of Low-Income Residents

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

Encouraging Cooperation and Flexibility

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

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

Focusing on Long-Term Recovery and Rebuilding

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

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

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Didn't We See You At The Conference?
Giving people the tools, training information and encouragement to vote—
is central to the values and mission of social work. Voter mobilization is
legal, non-partisan, and professional. Voting ensures that public policy
represents and responds to the needs of all citizens and all communities. It
is the heart of social justice and social change.

Voting is a human right

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

• Felony convictions have disenfranchised
6.1 million people, disproportionately
from communities of color and urban
centers.
• 1 in 13 black voters have been disen-fran-
chised nationally versus 1 in 56 nonblack
voters. 14

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

Further, those who haven’t been con-vict-
ed in pre-trial detention are often unaware
of and not offered their right to vote by ab-
sentee ballot.

Voting as an indicator of health
and well-being

• Voting provides people the opportunity to
voice their opinions about public affairs.
• Voting can improve the health and over-
all well-being of individual voters; secure
more resources for communities; produces
better individual outcomes and stronger
community connections; and increases
the collective capacity to influence public
policy. 3, 5, 8, 9, 10
• Voting is an overlooked expression of
power and self-actualization can help off-
set the effects of oppression and discrimi-
nation. 34
• Volunteering and voting are robust pre-
dictors of well-being among adolescents
and young adults. Those who voted, vol-
unteered, or worked for social change
achieved higher levels of education and
earnings than those who did not. 7

Agencies and social workers can
address barriers to voting

Low income and historically marginalized
groups are more likely to face obstacles in
voting such as:
• Confusing registration processes, dead-
lines and ID requirements;
• Whether a felony conviction bars them
from voting;
• Not knowing where, when or how to
vote;
• Long lines (particularly in highly mobile
communities);
• Little to no information about who is on
the ballot;
• Lack of transportation; and
• A feeling that one’s vote doesn’t really
matter. 12, 13

Voting as a call to action

A CALL TO ACTION

Agencies’ Role in Turnout

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

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

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

Before an election…
• Reach out to local partners (e.g. League of
Women Voters) for candidate guides go to
Vote11.org.
• Get copies of ballot at town clerk office
before the election and have in office.
• Remind and encourage them to vote.
• Many nonvoters have never been asked
to vote.

VotingIsSocialWork.org

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

VOTING IS SOCIAL WORK Cont. on page 13
voting to social work practice and social policy;
• Integrate voter engagement activities into field education for all micro and macro students;
• Provide voter mobilization skills and strategies for agencies, field instructors, students and faculty; and
• Ensure that all the people we serve have access to the vote.

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

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

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

References
5 http://kansashealth.org/resources/kansas-civil-health-index/
NASW-MD Sponsored Continuing Education

Spring 2018

Additional courses may be scheduled. Check the continuing education link on the chapter website for updates. You save $20 per 3-hour workshop as a NASW member!

Renewal of a social worker’s license is contingent on completion and receipt by the Board of Social Work Examiners of an application attesting to completion, within the previous 2-year period, of 40 credit hours of continuing education in programs and categories approved by the Board. At least 20 of those hours must be Category I, with at least three credit hours in ethics and professional conduct, and three credit hours of supervision for supervisors.

NASW-MD welcomes your suggestions for future workshops and locations.

ABBREVIATIONS

CE = Continuing Education
Cat. = Category
Cost = Non-member cost/ Program certificate for continuing education credits.

CONTINUING EDUCATION POLICIES

NASW-MD will not honor fax registrations
You may register online, by mail or by phone.

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

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

NASW-MD will only refund registrations for cancellations made at least two business days/48 hours in advance of the workshops, minus a $10 administrative processing fee. If lunch or continental breakfast is provided, cancellations must be made at least one week in advance and there will be a $20 administrative processing fee per cancellation.

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

Please note that continuing education credits are granted based on participation, NOT on payment. All workshop participants arriving late will receive a reduction in credit units granted.

If you would like e-mail confirmation of workshop registration, please include your e-mail address on the registration form.

NASW-MD reserves the right to cancel workshops due to low registration.

INCOME WEATHER POLICY

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

SOUTHERN MD
Calvert, Charles, and St. Mary’s Counties

#2294 Ethical Considerations for Supervisors
Date: Saturday, May 12, 2018; 9:45 a.m. – 1:00 p.m.
Location: Charlotte Hall Veterans Home
29449 Charlotte Hall Road
Charlotte Hall, MD 20622
Presenter: Corey Beauford, MSW, LICSW
Founder and President, Inspired Consulting Group, Riverdale
Synopsis: Social work supervisors are responsible for resolving a multitude of ethical dilemmas on an almost daily basis. Furthermore, supervisors can also be held liable for infractions made by their supervisees. In response to these challenges, we will review ethical standards related to conflicts of interests, impairment, administration, confidentiality, supervision, duty to warn, and receiving gifts – just to name a few. This interactive training will make use of a variety of teaching methods, which include case study reviews as well as small and large group discussions.
Learning Objectives: By the end of this workshop, participants will be able to:
1. Understand factors that contribute to ethical violations
2. Be able to understand and apply NASW Code of Ethics standards that relate to supervision
3. Employ best practices related to the resolution of ethical dilemmas with supervisees
CE: 3 Category I
Cost: $45 for members; $65 for non-members

Please Note: This workshop qualifies for the Maryland Board of Social Work Examiners’ 3-hour ethics requirement for license renewal. Register for one or both workshops and attend lunch as our guest

#2295 Sixty Shades of Grey: Addressing High-Risk Sexual Behavior Among Older Adults
Date: Saturday, May 12, 2018; 1:50 p.m. – 5:00 p.m.
Location: Charlotte Hall Veterans Home
29449 Charlotte Hall Road
Charlotte Hall, MD 20622
Presenter: Corey Beauford, MSW, LICSW
Founder and President, Inspired Consulting Group, Riverdale
Synopsis: Older adults engage in sexual intercourse. This reality is often difficult and awkward for medical and human service professionals to address with seniors. Many seniors, however, engage in risky behavior that places them and their loved ones in danger of contracting sexually transmitted infections such as HIV. In this training the presenter will examine statistics related to the issue as well as the contributing factors to the growing rate of HIV infections among seniors. Ethical considerations related to self-determination and confidentiality will also be examined. The presenter will also provide strategies about how to discuss safe sex among seniors to human service professionals
Learning Objectives: Upon completion of this workshop, participants will be able to:
1. Statistics related to the prevalence of HIV and other sexually transmitted infections among older adults.
2. Identify contributing factors to the growing rate of HIV among older adults.
3. Implement strategies that will equip older adults with the skills necessary to reduce the risk of contracting sexually transmitted infections.
CE: 3 Category I
Cost: $45 for members; $65 for non-members

#2305 Keepin’ It Real: Social and Cultural Competency Affecting African Americans with HIV
Date: Friday, June 8, 2018; 9:00 a.m. – 12:15 p.m.
Location: Charlotte Hall Veterans Home
29449 Charlotte Hall Road
Charlotte Hall, MD 20622
Presenter: Lisa Conners, LBSW, M.Div., MA, ABDO
Assistant Professor, Anne Arundel Community College
Synopsis: This interactive training will explore social and cultural competency as it relates to African Americans living with HIV. Participants will review social determinants that interfere with African American women making safer sex choices and living healthier lives. This training will offer prevention counseling skills that can be implemented in a variety of settings to minimize the rate of transmission and infection among African Americans. The training will include discussions on dispelling myths, stereotypes, generalizations, and microaggressions made by society that continue to stigmatize, oppress, and marginalize this population. This training will motivate social workers to be social justice “change agents” and advocates for the rights of individuals at-risk of contracting HIV and living with HIV.
Learning Objectives: By the end of this workshop, participants will be able to:
1. Discuss the historical context of African Americans in the United States, and how history has played a role in the victimization of African American men and women.
2. Discuss the role of race and sexuality in the African American community.
3. Discuss the varying myths, stereotypes, generalizations, and microaggressions made by society regarding African Americans and their sexuality.
4. Discuss risk factors that link HIV infection and social determinants that contribute to the increase of HIV infection among African Americans (particularly African American women), and contribute to HIV positive individuals not getting into or remaining in HIV care and treatment.
CE: 3 Category I
Cost: $45 for members; $65 for non-members

Please Note: This workshop qualifies for the DC Board of Social Work’s 3-hour Cultural Competency requirement for license renewal. Register for one or both workshops and attend lunch as our guest

#2306 Movie and Discussion Featuring the Film: American History X
Date: Friday, June 8, 2018; 1:00 p.m. – 4:15 p.m.
Location: Charlotte Hall Veterans Home
29449 Charlotte Hall Road
Charlotte Hall, MD 20622
Presenter: Lisa Conners, LBSW, M.Div., MA, ABDO
Assistant Professor, Anne Arundel Community College
Synopsis: Attendees will watch a feature length movie followed by a social work focused discussion. Living life marked by violence and racism, neo-Nazi Derek Vinyard (Edward Norton) finally goes to prison after killing two black youths who tried to steal his car. Upon his release, Derek vows to change his ways; he hopes to prevent his younger brother, Danny (Edward Furlong), who idolizes Derek, from following in his footsteps. As he struggles with his own deeply ingrained prejudices and watches their mother grow sicker, Derek wonders if his family can overcome a lifetime of hate.
Learning Objectives: Upon completion of this workshop, participants will be able to:

CONTINUING ED Continued on page 15
Please Note: This workshop qualifies for the Maryland Board of Social Work Examiners' 3-hour CE:
practice environment.

1. Define procrastination and identify cultural, institutional, and interpersonal factors which lead to its perpetuation despite often negative consequences.

2. Evaluate the challenges that professionals face when giving care becomes personal, and posit a framework should occur in each.

3. Increase the knowledge of adolescent legal court proceedings, including but not limited to waiver/transfer cases

4. Participants will be able to articulate essential clinical skills needed to effectively utilize mitigation skills to assist in adolescent criminal proceedings

CE: 3 Category II
Cost: $0 for members; $25 for non-members

#2364 Maryland Social Work Practice Act Discussion
Date: Friday, June 8, 2018, 12:00 p.m. – 2:00 pm (lunch available in cafeteria)
Location: Western Maryland Regional Health System
12500 Willowbrook Road (Auditorium 1)
Cumberland, MD 21502
Presenter: Daphne McClellan, Ph.D.
Executive Director, NASW-MD Chapter
Synopsis: This discussion will inform attendees about the changes which were made to the Maryland Social Work Practice Act in the 2017 legislation session and the regulations which the BSWE has proposed to carry out the new law.

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

CE: 2 Category II
Cost: $0 for members; $25 for non-members

#2392 Juveniles Charged as Adults: At the Crossroads of Psychology, Human Development, and the Law
Date: Sunday, May 6, 2018; 1:45 p.m. – 5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road
Silver Spring, MD 20910
Please Note: Holy Cross Hospital charges parking fees on weekends.
Please be prepared to pay SS-$9
Presenter: Veronica Cruz, LCSW-C
CEO, Cruz and Associates, LLC
Synopsis: This workshop explores the psychological, developmental, and legal implications of changing juveniles as adults. We will discuss current Maryland and national laws as they apply to prosecuting juveniles in the adult system with a focus on waiver, transfers, and reverse waiver assessments. An emphasis will be placed on adolescent criminal pathology, developmental changes, and legal principles. The focus of the workshop is to explore the role of forensic social workers in advocating for youth charged as adults. Current literature and case law will be discussed and participants will be able to articulate the importance of incorporating social work principles into a legal setting. The presenter is a bicultural, forensic social worker specializing in criminal defense mitigation, dual-diagnosis, crisis intervention, addictions, trauma, and working with diverse ethnic groups. This is an interactive workshop where case vignettes will be presented and participants will work in a group setting.

Learning Objectives: upon completion of this advanced course, participants will be able to:
1. Articulate key adolescent and adult differences in relationship to criminal pathology and treatment modalities
2. Increase the knowledge of adolescent legal court proceedings, including but not limited to waiver/transfer cases
3. Participants will be able to articulate essential clinical skills needed to effectively utilize mitigation skills to assist in adolescent criminal proceedings

CE: 3 Cat I
Cost: $45 for members; $65 for non-members

#2292 Understanding and Exploring the Trauma of Undocumented Immigrants
Date: Friday, May 18, 2017; 9:30 a.m. – 12:45 p.m.
Location: Holy Cross Hospital-Germantown Campus
Conference Room 101
19801 Observation Drive
Germantown, MD 20876
Presenter: Veronica Cruz, LCSW-C
CEO, Cruz and Associates, LLC
Synopsis: According to the Pew Research Center, as of 2016 there were approximately 11.3 million undocumented immigrants (including just over 1 million children under the age of 18) living in the United States—close to 3.4% of the country’s total population. Indubitably, undocumented immigration is one of the most complex and highly debated cultural and sociopolitical issues of our time. As the national discourse has focused on the legality, citizenship, and enforcement of this population, neglecting to focus on the actual undocumented immigrants who are often submerged and riddled with extensive generational and personal trauma histories. This workshop will go beyond politics and focus on this already highly marginalized, stigmatized population and explore the traumas of the undocumented immigrant. Participants will discuss the various forms of traumas experienced by this population; explore migration narrative, impact of trauma, trauma symptoms, acculturation/assimilation, and treatment recommendations. The presenter is a bicultural forensic social worker specialized in criminal defense mitigation, dual diagnosis, crisis intervention, addictions, trauma, and working with diverse ethnic groups. This is an interactive workshop where case vignettes will be presented and discussed.

Learning Objectives: upon completion of this advanced course, participants will be able to:
1. Understand the overall psychological, developmental and legal implications of changing kids as adults
2. Explore the link between the migration narrative and the propensity for addiction, mental illness, legal involvement, psychological issues, and developmental implications
3. Articulate and explore various treatment models for treating trauma and the symptoms in the undocumented immigrant population
4. Articulate protective factors to share with this population to help reduce and avoid further traumatizing this subgroup

CE: 3 Cat I
Cost: $45 for members; $65 for non-members

SUBURBAN MARYLAND
Montgomery and Prince George’s Counties
For the most current Continuing Education schedule, please visit our website at www.nasw-md.org

#2388 Continue Reading: Procrastination—Acceptance or Resistance?
Date: Thursday, June 7, 2018; 1:00 p.m. – 4:15 p.m.
Location: Allegheny College of Maryland
Continuing Ed Building Room 12-14
12401 Willowbrook Road
Cumberland, MD 21502
Presenter: Suzanne Cox, LCSW-C, MBA
Team leader, Continuous Care Team, UMMH/WPPC Clinics, Baltimore
Synopsis: Procrastination is more than delaying what could or should be done. Some delays actually do make sense in professional practice, result in better decision-making, increase the ability to obtain needed information and may be ultimately helpful. Some are unavoidable, brought on by too many cases, too many expectations, staffing shortages, and other uncontrollable factors. Procrastination speaks to delaying tasks or decisions without a good reason to do so, or when an earlier action or decision would have been preferable, often through indecision. This workshop will address working with and through procrastination in our clients as well as from the framework of an ethical challenge for professionals.

Learning Objectives: Upon completion of this workshop, participants will be able to:
1. Define procrastination and identify cultural, institutional, and interpersonal factors which support indecision and delay.
2. Assess the potential positive and negative consequences of procrastination for our clients and ourselves, and evaluate factors which lead to its perpetuation despite often negative consequences.
3. Review the potential ethical challenges inherent in practicing under the influence of procrastination.
4. Examine the potential effectiveness of established procrastination mitigation strategies in the clinical practice environment.

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

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

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#2290 Critical Cultural Competence with LGBT People of Color Across the Lifespan

Date: Sunday, May 20, 2018, 1:45 p.m. – 5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road
Silver Spring, MD 20910

Please Note: Holy Cross Hospital charges parking fees on weekends.
Please be prepared to pay $8-$9.

Presenter: Lauren Van-Suytman, Ph.D., Psychotherapist in Private Practice and Associate Professor, Morgan State University School of Social Work

Synopsis: This workshop is a group-level training organized around interactive, experiential learning, and reflexive thinking sessions. This training is designed for health care professionals committed to excellence through science, ethics, and operations. The training supports team work and partnership with multiple communities to meet the evolving needs of stakeholders and collaborators, build respect for diversity and cultural differences, and improve accountability through measurement, reporting, and ongoing improvement. It intends to enhance the ability of participants to share their experiences with colleagues and community members while valuing community and population diversity.

Learning Objectives: Upon completion of this workshop participants will be able to:
1. Increase awareness of cultural differences and similarities of the population
2. Develop context-consciousness about the existing prevailing social practices that marginalize communities
3. Participate in meaningful changes in the prevailing social practices that marginalize communities
4. Acknowledge the centrality of race, gender, and sexual orientation

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

#2300 Spirituality as a Resource for Mental Health and Wellness

Date: Friday, June 1, 2018, 9:30 a.m. – 12:45 p.m.
Location: Holy Cross Hospital-Germantown Campus
Conference Room 1101
19801 Observation Drive
Germantown, MD 20876

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

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

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

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

#2308 Death and Dying: Ethics, the Grieving Process, and How to Make it More Meaningful

Date: June 22, 2018, 9:30 a.m. – 12:45 p.m.
Location: Holy Cross Hospital-Germantown Campus
Conference Room 1101
19801 Observation Drive
Germantown, MD 20876

Presenter: Joanna Frankel, LCSW-C

Synopsis: In this workshop we will focus on end of life in older adults, how to make the dying process more meaningful, and how we grieve loss. Talking about death and dying is difficult, not only in our society, but also in the healthcare field. This interactive program will incorporate open discussion, video clips, and peer-to-peer conversations.

Learning Objectives: Upon completion of this workshop, participants will be able to:
1. Understand how to help the death and dying process more meaningful for their clients and loved ones.
2. Be able to identify when a client is grieving and how it is specific to each individual/family.
3. Have an opportunity to explore their own thoughts and feelings toward the dying process and own grief experiences.
4. Identify how these experiences impact their work.

Cost:
CE: $25 for members; $45 for non-members

#2310 Social Work Exam Prep

Date: Sunday, June 24, 2018, 9:30 a.m. – 4:45 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road
Silver Spring, MD 20910

Presenter: Joanna Frankel, LCSW-C

Synopsis: This workshop is a group-level training organized around interactive, experiential learning, and reflexive thinking sessions. This training is designed for health care professionals committed to excellence through science, ethics, and operations. The training supports team work and partnership with multiple communities to meet the evolving needs of stakeholders and collaborators, build respect for diversity and cultural differences, and improve accountability through measurement, reporting, and ongoing improvement. It intends to enhance the ability of participants to share their experiences with colleagues and community members while valuing community and population diversity.

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

Cost:
CE: $25 for members; $45 for non-members
CE: develop a positive relationship with clients.

1. Describe how the value of the ‘Importance of Human Relationships’ is key to ethical practice and positive learning objectives.

Participants will review concrete means to establish positive working relationships with clients that set the generation as it applies to social work practice and the ethical dilemmas that coincide.

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

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

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

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

#2301 First Sunday Matinee Featuring the Film: The Immortal Life of Henrietta Lacks

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

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

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

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

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

1. Identify the ethical violations that occurred then and assess whether any ethical violations persist today.
2. Examine role of social worker(s) then and assess role of social worker(s) now.
3. Evaluate responsibilities of involved parties—hospital, patient, and family.

CE: 3 Cat II Please Note: Cat II CEUs
Cost: $35 for members; $45 for non-members; $10 for guests (no CEUs for guests)

#2304 Enhancing Engagement and Clinical Assessments with the ‘Lens’ of Cultural Competence

Date: Friday, June 8, 2018; 9:45 a.m. – 1:00 p.m.

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

Facilitator: Giselle Ferretto, LCSW-C
Clinical Instructor, University of MD School of Social Work

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

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

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

#2309 Managing the Difficult Employee

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

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

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

Synopsis: In this course which is directed towards supervisors and/or administrators, learners review the
ways to tackle the “difficult” employee that can lead to better work performance and a healthier overall work environment for all staff.

Learning Objectives: Upon completion of this course, participants will:
1. Describe different personality styles, including benefits and drawbacks
2. Identify ways of using behaviorally specific terms to set performance expectations
3. Utilize critical thinking tools to discuss job performance with staff

CE: 3 Cat I
Cost: $45 for members; $65 for non-members

Please Note: This workshop qualifies for the Maryland Board of Social Work Examiners’ 3-hour supervision requirement for license renewal.

#2353 It’s Complicated: What Social Workers Need to Know About Ethics and HIV/AIDS
Date: Friday, June 22, 2018; 9:45 a.m. – 1:00 p.m.
Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

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

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

Learning Objectives: At the end of this training, participants will be able to:
1. Review HIV exposure and testing laws for Maryland
2. Evaluate ethical dimensions of HIV/AIDS
3. Recognize ethical concerns with HIV testing

CE: 3 Cat I
Cost: $45 for members; $65 for non-members

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

#2361 General Supervision (Part I of II)
Date: Thursday, June 28, 2018; 9:30 a.m. – 4:45 p.m.
Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

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

Synopsis: This 2-day workshop consists of information, interactive activities, and engaging discussions designed to enhance general and clinical supervision skills. It is for new and aspiring supervisors, experienced supervisors/administrators who would like to enhance their supervisory knowledge, and social workers and other human service professionals who supervise other professionals working toward advanced licensure.

Learning Objectives: At the end of this training, participants will be able to:
1. To understand the role, function, and core competencies of effective supervisors.
2. To understand how leadership styles, generational differences, technology, and emotional intelligence affect supervision, and skills necessary for ethical supervision in accordance with regulations and best practices.

CE: 6 Category I
Cost: $90 for members; $110 for non-members

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

**Synopsis:**
Day one of the training provides an overview of the skills, supervision, attitudes, and resources necessary for effective supervision. You will also explore emotional intelligence and strategies for addressing generational differences in the workplace.

Day two covers theoretical frameworks, information on conduct of supervision, and skills necessary for ethical supervision in accordance with regulations and best practices.

Please Note: *This is Part 2 of a two-day workshop. General Supervision #2361 will be held on Thursday, June 28th. You may register for just one or both courses (separately). The synopsis for BOTH days is below.

**Synopsis:**
This one OR two-day workshop consists of information, interactive activities, and engaging discussions designed to enhance general and clinical supervision skills. It is for new and aspiring supervisors, experienced supervisors/administrators who would like to enhance their supervisory knowledge, and social workers and other human service professionals who supervise other professionals working toward advanced licensure.

Day one of the training provides an overview of the skills, supervision, attitudes, and resources necessary for effective supervision. You will also explore emotional intelligence and strategies for addressing generational differences in the workplace. Day two covers theoretical frameworks, information on conduct of supervision, and skills necessary for ethical supervision in accordance with regulations and best practices.

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

CE: 6 Category I
Cost: $90 for members; $110 for non-members

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

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

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GREENSPRING STATION
Newly furnished PT suite available in 2-office suite, shared waiting area, internet, overlook beautiful courtyard in Greenspring Station. 695 & 95. Contact Ellen Westernman ewbesterman@gmail.com or call 410-303-3035

COLUMBIA
Offices for rent, part or full-time. Busy multidisciplinary practice with referral potential conveniently located right off route 29 and 175.  Free Wifi. Contact Scott at saholzman@gmail.com

NEW PATIENTS/SUPERVISION
Rosalyn Hnasko 570-436-0918

PROFESSIONAL DEVELOPMENT
**NASW-MD Calendar May - July ‘18**

**MAY**

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<td>Happy Hour (Dunes Manor Hotel)</td>
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<td>6:00 p.m.</td>
<td>Discussion on Proposed SW Regs (Dunes Manor Hotel)</td>
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<td>Fri, 4th</td>
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</tr>
<tr>
<td></td>
<td>11:30 a.m.</td>
<td>Priv. Prac. Peer Consultation</td>
</tr>
<tr>
<td>Fri, 4th &amp; Sat. 5th</td>
<td>All Day</td>
<td>First Annual Ocean City Conference featuring Dr. Rick Reamer (Dunes Manor Hotel)</td>
</tr>
<tr>
<td>Mon, 7th</td>
<td>Noon</td>
<td>Executive Committee</td>
</tr>
<tr>
<td>Tues, 8th</td>
<td>5:00 p.m.</td>
<td>Committee on Aging</td>
</tr>
<tr>
<td>Wed., 9th</td>
<td>4:30 p.m.</td>
<td>Social Workers in Schools (SWIS)</td>
</tr>
<tr>
<td></td>
<td>6:00 p.m.</td>
<td>Legislative Committee</td>
</tr>
<tr>
<td>Thurs., 10th</td>
<td></td>
<td>8:00 a.m.                Macro SW Breakfast</td>
</tr>
<tr>
<td>Fri, 11th</td>
<td>10:15 a.m.</td>
<td>Board of Social Work Examiners (at DHMH)</td>
</tr>
<tr>
<td>Mon, 14th</td>
<td></td>
<td>Washington County SW Alliance (Hagerstown)</td>
</tr>
<tr>
<td>Tues., 15th</td>
<td>5:30 p.m.</td>
<td>Committee Chair Summit</td>
</tr>
<tr>
<td>Wed., 16th</td>
<td>6:00 p.m.</td>
<td>Children, Youth and Families Comm. (CYF)</td>
</tr>
<tr>
<td>Mon, 21st</td>
<td>6:00 p.m.</td>
<td>Discussion on Proposed SW Regs (2 Cat. II CEUs)</td>
</tr>
<tr>
<td>Tues, 22nd</td>
<td>6:00 p.m.</td>
<td>SWers Unraveling Racism (SWUR)</td>
</tr>
<tr>
<td>Thurs., 23rd</td>
<td></td>
<td>OFFICE CLOSED- Memorial Day</td>
</tr>
<tr>
<td>Mon, 28th</td>
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**JUNE**

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

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>Wed, 4th</td>
<td>10:00 a.m.</td>
<td>Private Practice Comm.</td>
</tr>
<tr>
<td></td>
<td>11:30 a.m.</td>
<td>Priv. Prac. Peer Consultation</td>
</tr>
<tr>
<td>Mon, 9th</td>
<td>11:00 a.m.</td>
<td>Washington County SW Alliance (Hagerstown)</td>
</tr>
<tr>
<td>Tues, 10th</td>
<td>5:00 p.m.</td>
<td>Committee on Aging</td>
</tr>
<tr>
<td>Fri, 13th</td>
<td>10:30 a.m.</td>
<td>Board of Social Work Examiners (at DHMH)</td>
</tr>
<tr>
<td>Tues, 24th</td>
<td>6:00 p.m.</td>
<td>SWers Unraveling Racism (SWUR)</td>
</tr>
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</table>

**WELCOME NEW MEMBERS! WINTER 2018**

**JANUARY 2018**
- Brinley Holmes
- Patricia Jefferson
- Tia Johnson
- Kara Keicher
- Jennifer Lannigan
- Gilda Macionado-Stubin
- Meghan Murphy
- Latoya Parker
- Linda Portillo-Ramos
- Timya Ragu
- Sophia Ross
- Laura Roth
- Meghan Stakes
- Jennifer Suessal
- Temmie Taylor
- Polina Ukrainets

**FEBRUARY 2018**
- Mohammad Alhedai
- Melissa Blankenship
- Olivia Boyle
- Christine Bozick
- Sarah Butts
- Wayne Byrd
- Gina Callinos
- Kate Christian
- Kaitlin Cook
- Liana Davis
- Monica Dominguez
- Michelle Dominick
- Gillian Doss
g
- Christian Duscher
- Nicole Dzicer
- Anna Eraz
- Tiara Fowlkes
- Chelsea Gesion
- Claudia Gunawan
- Chrycka Harper
- Megan Hartman
- Cathiea Heid
- Brittnay Hilling
- Nessie Jeraldi
- Natallia Karnia
- Kent Lambert
- Rebecca Mahayag
- Andrea Maurer
- Andra Mazzarino
- Meghan McGowan
- Laurie McNeil
- Deborah Messel
- Carie Metzgar
- Consuelo Montgomery
- Brenda Naidi
- Vanessa Phelps
- Kimeleah Rowe
- Francisco Segovia
- Julianne Senesi
- Brittany Simpson
- Alyson Stanton
- Sarah Strenio
- Kaila-Leigh Testerman
- Tiffany Thompson
- Joseph Tynes
- Sy Wainwright
- Jacqueline Waal
- Ryan Wolf
- Robin Wright

**MARCH 2018**
- Cynthia Ayegman-Ara
- Kerrilyn Aelistar
- Ashley Ashen
- Keia Ballard
- Jennifer Boston-Putney
- Giadys Bournie Carter
- Victoria Brathwaite
- Aria Brennan
- Gina Cricchi
- Rene David
- Tia Deal
- Nichaun Dean
- Audreia Dyson
- Stephanie Etienne
- Caitlin Farb
- Corin Farr
- Jasmine Garcia
- Renee Garyaway
- Alaina Gay
- Laura Grassinger
- Ellea Harris
- Keena Howell
- Giovan Hunt
- Jessica Jacobs
- Sabouna Johnson
- Charles Jones
- Lauren Lee
- Ryan Meredith
- Brecheayh Milburn
- Maria Moyley
- Melissa Moreland
- Katherine Morris
- Emily Nice
- Rachel Prelah
- Rachel Priebe
- Dasha Rhodes
- Micaiah Saviet
- Tia Scott
- Amber Shaffer
- Eleonara Smi
- Teletopa Sparger
- LaSherry Terry
- Mave Eily
- Tia Shaffer
- Kimberly Streed

**April 2018**
- Nicole Tripp
- Maeve Tilly
- LaShero Terry
- Telethia Sparger
- Amber Shaffer
- Michelle Smith
- Anthony Smith
- Lebreigh Spang
- Morgan Stansfield
- Jessica Stansfield
- Jennifer Stansfield
- James Stansfield
- Lebreigh Spang
- Morgan Stansfield
- Jessica Stansfield
- Jennifer Stansfield
- James Stansfield

**May 2018**
- Nicole Tripp
- Maeve Tilly
- LaShero Terry
- Telethia Sparger
- Amber Shaffer
- Michelle Smith
- Anthony Smith
- Lebreigh Spang
- Morgan Stansfield
- Jessica Stansfield
- Jennifer Stansfield
- James Stansfield

**Tiffany Thompson**

**KeyPoint**

**Services Offered:**
- Outpatient mental health treatment for children, adolescents, adults, and seniors
- Accepting Medicare, Medical Assistance (Medicaid) as authorized by Beacon Health and Tricare to serve our Military.
- Individual, group & family therapy
- Medication therapy
- Board certified psychiatrists
- Licensed experienced therapists
- Open weekdays & some evenings
- In-home Counseling

For more information call the clinic nearest you:

- **Aberdeen** 443-625-1600
- **Catonsville** 410-788-0300
- **Dundalk** 410-216-4800

www.KeyPoint.org

KeyPoint Health Services, Inc. is a non-profit organization.