

# SOCIAL WORK VOICE

Massachusetts Chapter



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The importance of developing  
an intersectional lens**

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Huge Success**

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# SOCIAL WORK VOICE

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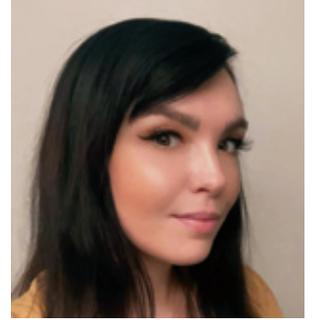
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# Equity Matters for Mental Health

**Yvonne Ruiz, PhD, LICSW**  
President-Elect

**M**ay is mental health awareness month. Each year, NASW-MA joins the national movement to raise awareness about mental health during the month of May and beyond. The movement seeks to educate the public, counteract stigma, support the millions of Americans and their families who face the reality of living with a mental illness, and advocate for policies that make services more accessible. As social workers know, discrimination against those with mental health conditions is prevalent in our society and can make it difficult to find and reach out for help.

Mental and behavioral health is often specifically unaddressed in marginalized communities, leading to mental health disparities and a lack of equity in access to care. Blacks, Latinxs, American Indians/Alaska Natives, and Asian Americans are over-represented in populations that are particularly at risk for mental health disorders. LGBTQ+ populations disproportionately experience more instances of mental health disorders compared to their heterosexual and cisgender peers. **In this issue of the Social Work Voice, in recognition of June as Pride Month, we will also be exploring issues of LGBTQ+ equality, access, and awareness.**

According to Mental Health America, many members of marginalized communities reported having a mental illness in the past year: 17% of the Black/African American community; 16% of the Latino/Hispanic community; 23% of the Native-American/Alaskan Native community; and 13% of the Asian-American/Pacific Islander community. Members of these communities

may experience symptoms that are undiagnosed, under-diagnosed or misdiagnosed for cultural, linguistic, or historical reasons.

Many in the LGBTQ+ community experience mental health struggles; 39% reported having a mental health illness in the past year. Research suggests that LGBTQ+ individuals face mental health disparities linked to societal stigma, discrimination, and denial of their civil and human rights. Particularly concerning is that discrimination against LGBTQ+ persons has been associated with high rates of psychiatric disorders, substance abuse, and suicide.

Barriers in access to care for marginalized communities range from lack of affordable treatment and services, cultural misunderstandings, and stigma, to unequal access to mental health education and prevention. Specific to LGBTQ+ persons, unconscious

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*The goal that access should be equal is known as mental health equity, and it specifically focuses on fairer access to quality mental and behavioral healthcare services.*

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and conscious reluctance to address sexuality may impact the effectiveness of care. Evidence suggests that implicit preferences for heterosexual people versus lesbian and gay people are pervasive among heterosexual health care providers.

The goal that access should be equal is known as mental health equity, and



**Yvonne Ruiz, PhD, LICSW**

it specifically focuses on fairer access to quality mental and behavioral healthcare services. There is a huge need to increase awareness and understanding of mental health disparities, such as unmet treatment needs, minority stress, and evidence-based best practices among practitioners, including culturally and linguistically appropriate mental health care. Social workers have a critical role to play in advancing mental and behavioral health equity and addressing disparities by supporting practice and programs, and advocating for legislation and regulations that will improve the health and well-being of marginalized individuals and communities.

Ultimately, achieving mental health equity, requires awareness, attention, and provision of services to the mental and behavioral health needs of marginalized populations, including racial and ethnic minorities and LGBTQ+ communities. I urge you to get involved in NASW-MA to help advocate for policies and practices that will promote mental health equity. Equity matters for mental health. 🌍

## LGBTQIA+ Shared Interest Group looking for Co-Chairs

We are looking for Co-Chairs for our LGBTQIA+ Shared Interest Group. This group is open to members in the community and allies who are passionate about advocating for policies and creating programming that advances social justice. If you are interested in taking a leadership role in this group contact Brianna Silva ([bsilva.naswma@socialworkers.org](mailto:bsilva.naswma@socialworkers.org)) to discuss!



## Therapy Matcher offering LOW \$95 rate again!

Therapy Matcher is experiencing record levels of referrals, and hoping to add additional clinicians to its ranks. The network welcomed well over 100 new clinicians to the network last year! Private practitioners are invited to join now for the 2022–2023 for the low membership fee of \$95 for a full year of screened and personalized referrals. Join a community of private practitioners and take advantage of networking opportunities with fellow clinicians.

## Thank you Jamie!

In March, we said goodbye to our longtime Director of Communications and Strategic Initiatives, Jamie Klufts. Jamie's contributions to the Chapter and to our work over these past five years are too numerous to list here.

The core initiatives she led included creating this magazine you hold in your hands, the Social Work Voice; leading our Chapter's efforts on closing the SNAP Gap in Massachusetts; working with our Racial Justice Council and our national NASW DEI committee; and working closely with our committee that was responsible for chapter strategic planning. Jamie's great ideas and collaborative spirit were never in short supply. We are so very happy for her for her new full time opportunity at UMass Lowell where she is already a well respected professor of public health.

We will miss you Jamie but you are not far and we know you will stay engaged in the work. From all of us a HUGE, Thank You!!



Contact Barbara Burka to discuss or go to [naswma.org/therapymatcher](https://naswma.org/therapymatcher).

## 988 Mental Health Line is Coming to Massachusetts

On March 9th, the NASW-MA Mental Health and Substance Use Shared Interest Group invited mental health advocate Monica Luke to discuss the upcoming implementation of the new 988 Crisis Response. Going live in July, the 988 crisis response line will provide an alternative to 911 for individuals experiencing a mental health or substance use crisis. Developing a separate pathway for mental health and substance use-related crises creates an opportunity to provide a trauma-informed, non-carceral, and peer-led response. There is still time to share your thoughts and

inform how 988 will be implemented. You can find more information at <https://www.nami.org/Advocacy/Crisis-Intervention/988-Reimagining-Crisis-Response>

## Clinical Definition of Social Work bill is on the move!

Our NASW-MA priority bill to define clinical social work practice has passed in the senate as part of the Mental Health ABC 2.0 bill. It is in the final stages of passage in the House as a standalone bill. This legislation would ensure that clinical social workers in hospitals and at the Department of Children and Families, and elsewhere can count their work towards their LICSW licensure. Thanks to the work of an NASW-MA convened committee to study this issue, with passage of this bill social work will not be defined for us by the licensing board or other boards.

## In Memoriam

Virginia "Ginny" Burns at age 96. In addition to a stellar career, Ginny embodied the best in social work. She was brilliant and humble, kind and caring and committed to fairness, diversity, and equity. She was a longtime chair of NASW-MA and she received the Chapter's Lifetime Achievement Award. Members who would like information about her June memorial service should be in touch with Ginny's niece, Melissa, at [melisburns@comcast.net](mailto:melisburns@comcast.net).

## Congratulations!

### Four NASW-MA Members now serve on the State's Board of Registration of Social Workers

- Yvonne Ruiz, PhD, LICSW, NASW-MA Board's President-Elect
- Scune Carrington, LICSW, NASW-MA Board's Greater Boston Region Representative
- Carrie Kelley, LICSW
- Marie Pierre-Victor, LICSW

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 Alexandra Jamieson, LICSW  
 Allie Stefanelli, LCSW, LICSW  
 Alyssa Brelsford, LICSW  
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# Marie Pierre-Victor



Marie Pierre-Victor, LICSW, has always been driven by a commitment to community. It is this commitment that ultimately led her to finding a professional home in social work. She expresses that her identity truly is as a social worker, and one could argue, it always has been, even before the formal degree.

Marie was born and raised in Haiti. The collectivist culture in which she grew up inspired her community involvement from a young age. She and her friends would visit homeless shelters to talk to and pray with the people there. Marie also went door-to-door as part of literacy initiatives in Haiti and was active in political movements there.

Marie explains that in Haiti, the options for well-regarded vocations were limited. You could either be a lawyer or doctor. She made her way to the US for college, landing at Boston College as a pre-med major. While taking a rigorous hard science-packed course load, Marie found herself drawn to social sciences like psychology.

After getting a “taste for social work” through roles working with adults with developmental disabilities, a group home, and working with families at a day program, Marie went back to Boston College for her MSW. Social work school allowed her to pull all of her passions and experiences into one path.

Since 1996, Marie has worked at the Codman Square Health Center in Dorchester. Marie notes that the pandemic has led to an increased demand for the health center’s mental and behavioral health services, causing them to shorten the length of sessions in an attempt to meet the demand. Marie is careful to make clear that an increased demand for their services does not mean that the stigma around mental health is lessening. Marie shares that in order to address this deep-seeded stigma, she helps normalize that everyone wants mental health and that mental health is not the same thing as mental illness.

Outside of her work at the health center, Marie has a small private practice and stays involved in the community in various ways. One community important to her is the social work community, which she gives back to through volunteering with NASW-MA, most recently as part of the Symposium Program Planning Committee. Marie is also the former President of the Haitian Mental Health Network and current active member. She is also starting to give back to the social work community through a recent appointment to the state’s Board of Registration of Social Workers where she hopes to help make policy changes that increase access to social work, particularly for people of color.

Marie’s advice to younger and newer social workers? Get involved in your community and make a difference in whatever capacity you can. She expresses that partnerships and relationships are key to living our social work values. For those wishing to get in touch, Marie can be reached at [marie.pierre-victor@codman.org](mailto:marie.pierre-victor@codman.org).



## Social Work Student LEADers Learn The Power of Legislative Advocacy

Carrie Jelsma, MPA, MSW Candidate  
NASW-MA Intern

**N**ASW-MA recognizes the power of legislative advocacy and we love supporting the growth of future social workers! That's why we were excited to virtually host more than 600 social work students from across the state at our annual Legislative Education and Advocacy Day (LEAD) on March 28th. Advancing legislation on the state level is a key way social workers can change the social and economic systems we use to create our communities, advance social justice, empower our clients and communities served, and improve our collective well-being. NASW-MA prioritizes working with all of you, our members, to create and help pass our annual legislative agenda. **At LEAD 2022, future social workers learned how to advance our legislative agenda by uniting our collective power as social workers with the procedural, institutional power of the Massachusetts State House.**

Fellow social worker and **Senator Jo Comerford** kicked off LEAD 2022 with a passionate and heartfelt keynote address. She shared her social work journey, from working in crisis intervention, food justice and political campaigns, to her election as state senator. Senator Comerford inspired students by sharing her knowledge of how to get things done in the State House, and her legislative successes in partnership with NASW-MA related to public health, food security, and COVID-19 response. Citizens for Juvenile Justice Deputy Director **Sana Fadel** shared her expertise and step-by-step

advice on how to be an effective advocate in her Lobbying 101 presentation.

We also celebrated Social Work Month and this year's theme, The Time Is Right For Social Work. Two more social workers, Health and Human Services **Secretary Marylou Sudders** and **State Representative Tami Gouveia**, honored our contributions, dedication and integrity by sharing proclamations affirming March as Social Work Month.

Students then attended a workshop, having the choice to learn more about these important bills: **the ACES Act to create alternatives for community emergency responses, the Universal School Meals bill** that offers students the many benefits of having free school meals, the **VOTES Act** to advance voting rights and election security, or the **Mental Health ABC 2.0 bill** that has many solutions for improving mental health in Massachusetts, including legislatively defining "clinical social work" to enable more qualified social workers to become licensed and start practicing. Our panelists included legislators, individuals with lived experience, and, of course, social workers! Some legislators on our panels included **Representatives O'Day and Sabadosa, and Senators Cyr, DiDomenico and Lesser**. Panelists shared why these bills are important and what social workers can do to help get them passed.

After our virtual program, students lobbied their legislators applying the essential macro social work skills they'd just learned. Student enthusiasm from LEAD is ongoing and we know, thanks in part to the learning they experienced at LEAD, they will be effective social work voices

*Advancing legislation on the state level is a key way we can make change.*

into the future. A big thank you to everyone who participated, especially our event sponsors who were essential to LEAD's success, including Boston College, Boston University, Bridgewater State University, Elms College, Salem State University and Simmons College. For our part, we will continue to connect students, new professionals, and all social workers who want to be advocates to coalitions that support our legislative agenda, and other advocacy strategies, like phone banking or leveraging our social media campaigns.

**We aim to help you fulfill our Code of Ethics charge that social workers "engage in social and political action that seeks to ensure that all people have equal access to the resources, employment, services, and opportunities they require to meet their basic human needs and to develop fully."** Please consider joining our Legislative Advocacy Committee (LAC) that plays a key role in developing our annual legislative agenda. Or, you can stop in to our monthly LAC Action Hour to gain skills, get support, and take action with your fellow social workers to get our priority bills passed into law! Contact us at [chapter.naswma@socialworkers.org](mailto:chapter.naswma@socialworkers.org) to connect. While my internship ended in late April, it's been amazing to work and learn with all of you and I hope our paths cross again! Happy advocating. 🌱

# Therapy Matcher is an Essential Tool for Your Private Practice

Liz Taylor, Therapy Matcher  
Marketing Associate

Therapy Matcher was launched by NASW-MA in 1982, to connect member clinicians with pre-screened, personalized client referrals. Forty years later, Therapy Matcher has grown into a strong and supportive LICSW community,

providing clinician support and community, in addition to consistent referrals suited to member practices.

With increasing demand for mental

health support, Therapy Matcher has seen an exponential growth in incoming requests for services. The program is launching a growth campaign, seeking new additional member clinicians to help meet the needs of more private practitioners and to increase the program's referral capacity, building on momentum from this past year.

## Did you know?

- **Therapy Matcher has received a state grant, enabling a cost reduction in annual membership to \$95 a year**
- **Licensed social work staff review and match each incoming referral request**
- **Members can tailor their profiles and preferences as needed, including availability for referrals**
- **Therapy Matcher provides benefits for both new and established private practitioners**
- **Membership includes regular communications and support, along with opportunities for peer networking**
- **Membership in Therapy Matcher is available exclusively to NASW members**



*Bryan Harter, an experienced LICSW, started a private practice in 2020, and he also relied on Therapy Matcher to help launch his practice.*

- **Over 100 private practitioners joined as new Therapy Matcher members during this past year!**

Are you interested in starting or ramping up a private practice? Member clinicians report that their Therapy Matcher membership provides an immediate and steady stream of well-matched client referrals. When Mary Baveghems started her private practice, she felt overwhelmed marketing herself, navigating insurance, and building her client base. Once she joined Therapy Matcher, the volume of well-matched referrals exceeded her expectations. She has let staff know she appreciates that all referrals include detailed client information, which simplifies the tracking of referrals and intakes. Mary adds that “the yearly cost of Therapy Matcher is almost less than the amount a clinician would make from one session with a client, and I love the ability to connect with other Therapy Matcher colleagues.”

Bryan Harter, an experienced LICSW, started a private practice in 2020, and he also relied on Therapy Matcher to help launch his practice. Bryan says that Therapy Matcher immediately provided him with a steady stream of matched referrals, and it played a critical role in helping him establish and maintain a diverse client base. Bryan is so excited about the Therapy Matcher he has even stepped up to chair the NASW-MA Therapy Matcher Commission!

Therapy Matcher is ideally suited to clinicians seeking targeted referrals to support their specific practice expertise. Melanie Cohn-Hopwood's clinical specialty is working with clients in the LGBTQ+ community

Seasoned private practitioners also find Therapy Matcher an invaluable resource for themselves and the private practice social worker community. **Long-time member Sherry Cohen tells prospective members, “If you are a social worker in private practice in Massachusetts, or are considering starting or growing a private practice, I highly recommend that you join Therapy Matcher. You will receive great referrals and personalized service!”**

## Join Therapy Matcher NOW

**ONLY \$95 for the 2022–2023 year**

[www.therapymatcher.org](http://www.therapymatcher.org)

or contact Barbara Burka

[bburka.naswma@socialworkers.org](mailto:bburka.naswma@socialworkers.org)

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# My Client is Disabled and Queer

*The importance of developing an intersectional lens*

**Jeff Driskell, PhD, LICSW and  
Elspeth Slayter, MSW, MA, PhD**

While coming out as queer is a documented challenge, for disabled people in particular, coming out can look different given the oppression experienced by both communities. Interviews with disabled queer people re-



**Elspeth Slayter, MSW,  
MA, PhD**



**Jeff Driskell, PhD, LICSW**

vealed that coming out decisions were complex due to both ableism and heteronormativity (Ascher, 2018). While the phrase “coming out” typically refers to queer communities, people with hidden disabilities also have to come out. **Scholars note that when disabled queer people do actually come out, they may experience both invisibility and even erasure from either or both communities, leading to isolation.** Identifying as a queer, disabled person results in having to deal with dual oppressions. Of this, the coming out experience, one neurodiverse gay man, notes “I was afraid to be seen as gay because I already was being bullied . . . and I knew being ‘the gay kid’ could only worsen my situation” (Ascher, 2018, para. 1).

This essay addresses the intersections of three social identities—disability, gender identity, and sexual orientation. We know that in LGBTQIA+ communities, people are more likely to be disabled than among people identifying as heterosexual (Movement Advancement Project, 2019). Among the transgender population, nearly 40% are disabled (James, Herman & Rankin,

2016). We know that sexual minorities and disabled people often have higher rates of mental health conditions as compared to heterosexual people.

Social workers have worked hard to be more inclusive of queer clients and colleagues in their work and indeed, this sometimes requires facing personal heterosexism and homophobia. In addition, it is important to recognize that the profession has historically participated in pathologizing and criminalizing sexually diverse or gender diverse people, although significant strides have been made for inclusion and acceptance. Today, social workers are also learning more about disability communities and many are working to face their own ableism<sup>1</sup> and/or sanism.<sup>2</sup> Decades of research documentation reveals how ableism and sanism play out in our field. Interestingly, we don’t often think about these communities intersecting. This may be because social workers can harbor ableist assumptions about disabled people’s sexuality, gender identities and/or sexual orientation (Goulden & Katz Kattari, 2022).

In addition to practicing self-awareness and unlearning our ableism, able-bodied privilege, homophobia, heterosexism, and often heteronormative focus, social workers can be guided by three theories: *crip theory*, *queer theory*, and *minority stress theory*. Queer theory is based on queerness as a political identity and challenging heteronormativity as well as the “othering” of queer identities. This can be paired with “crip<sup>3</sup> theory.” This theory challenges the separation of what is defined as “normal” and “abnormal.” It further addresses compulsory able-bodiedness, and the expectation that normalcy is something everyone wants. Crip theory modifies a pathological discourse about undesired bodies to thinking about the crip body as desirable. Using “crip” as a verb, to “crip” social work practice is to illuminate compulsory able-bodiedness and to refrain from assuming what sexuality and sex mean to disabled people.

Minority stress theory posits that the stress associated with being a sexual minority is the result of discrimination and stigmatization. Health implications are the result of both distal stressors (i.e., objectively measurable events such as prejudice or discrimination events or conditions) and proximal, or internalized, stressors (i.e., expectations of prejudice and discrimination, concealment of sexual orientation, and internalization of societal stigma). This framework provides an overlap with crip and queer theory. Minority stress theory has three main components which make stress experiences chronic. Beyond general life stress, minority individuals experience additional stress due to their minority status. The source of stress is fueled by social structures such as ableism and heterosexism. Beyond interactions with a majority or dominant group, institutions, and larger social structures influence stress.

In summary, by drawing on lessons from theory for application to practice, as well as our profession’s commitment to reflective and reflexive practice,<sup>4</sup> social workers have the capacity to lift up their queer disabled clients, colleagues, and community members. Let’s start seeing, hearing, and listening to queer disabled people in our efforts to fight oppression, foster empowerment and foment social change. Together we can embrace an intersectional lens. 🌈

## **About Elspeth and Jeff:**

*Elspeth Slayter, MA, MSW, PhD is a professor of social work at Salem State University and coordinator of their Certificate Program in Equity-Minded Practice. She is a proud member of the disability community who conducts research and consulting related to intersectional social work practice, especially in child welfare and addiction settings. Jeff Driskell, PhD, LICSW, is a professor of social work at Salem State University. Dr. Driskell has direct service experience in psychotherapy, public health, and program evaluation.*

## Endnotes

1. Ableism is defined by activist and scholar Talila Lewis (2022) as “a system of assigning value to people’s bodies and minds on societally constructed ideas of normalcy, productivity, desirability, intelligence, excellence and fitness. These constructed ideas are deeply rooted in eugenics, anti-Blackness, misogyny, colonialism, imperialism and capitalism. This systemic oppression leads to people and society determining people’s value based on their culture, age, language, appearance, religion, birth or living place, “health/wellness” and/or their ability to satisfactorily re/produce, ‘excel,’ and ‘behave.’ You do not have to be disabled to experience ableism.”
2. Sanism refers to how people living with mental health issues have been thought of as “incompetent, not able to do things for themselves, constantly in need of supervision and assistance, unpredictable, violent and irrational” (Slayter & Johnson, 2022).
3. In the disability communities, “crip” is considered to be an inclusive term that can represent all disabilities, which are broad in their diversity. “Crip” is not only used to describe a disabled person (a within community word use only) but it can also be a verb, i.e. “cripping” focused on revealing able-bodied assumptions as well as exclusion. Crip theory considers impairment as more than an “unwelcome presence.”
4. Johnson, Singh & Slayter (2022, p. 10) note, “Reflectivity is about unearthing the actual truth embedded in what professionals do, versus just what they say they do. Reflexivity, by contrast, is the ability to look inwards and outwards to recognize how society and culture impacts practice as well as how we ourselves influence practice. The reflective and reflexive social work practitioner, social workers will want to ask “How do I create and influence the knowledge about my practice that I use to make decisions?”

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# MLK Forum on Racial Justice

**Heather Norcross**  
**BSW Student, NASW-MA**  
**Student Ambassador**

Recently the national spotlight has grown on the connection between social justice and voting rights, so the timing felt right for NASW-MA's 8th annual MLK Forum on Racial Justice. This year's event focused on the role of social workers in protecting the right to vote, equipping us with strategies to engage marginalized populations and to develop an understanding of how this advocacy strengthens our democracy.



**Heather Norcross**

An enthusiastic panel of speakers discussed how social workers can promote voter empowerment both in collaboration with their organizations and as individual advocates. Moderator Carla Monteiro, LCSW, a social worker and former candidate for Boston City Council At-large, opened with a discussion of the Massachusetts VOTES Act. This legislation supports a comprehensive approach to increasing statewide voting access, addressing many barriers that disproportionately affect People of Color. This included mail-in ballots, identification requirements, and other areas of limitation that impact voters in our state. **Carla connected her experience working with disenfranchised populations to the fact that social workers have a duty to protect and promote the right to vote for all. She feels that voting rights are "ground zero" for shifting the power dynamics toward racial justice.**

Within social justice lies a goal of racial equity, and this requires us to examine the current structure of power in our government. We must find ways to support the inclusion of historically oppressed populations in decision-making at every level. Panelist Jordan Berg Powers is the Executive

Director of Mass Alliance, and he shared his deep connection with voter activism, stating that "Voting is hope over experience," where the opportunity to acknowledge what is not working includes space to reach toward solutions. He draws inspiration from his mother, a social worker who bravely faced the adversity involved in registering Black citizens to vote in past decades. Jordan discussed how the complex redistricting process in Massachusetts currently impacts representation of marginalized populations. He pointed to the need for improvement in redistricting law to help prevent bias that contributes to ongoing oppression. Jordan also emphasized the importance of making sure all individuals in a democracy have a say, even if they are not part of the majority.

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*Within social justice lies a goal of racial equity. We must find ways to support the inclusion of historically oppressed populations in decision-making at every level.*

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Leigh Hardy, LICSW, of Provider Circle and Vot-ER, highlighted the significant voter empowerment potential of healthcare environments and social work agencies. While it may seem unexpected, these can provide a prime opportunity to check in with clients about voter registration status and address any barriers they may face to voting. **Leigh noted that the primary reason people are not getting registered is that they are not being asked about it. Vot-ER has developed a full range of tools available through their website to assist institutions and individuals with voting conversations and registration.** Vot-ER reminds us that without the vote, there is no social justice and no democracy.

Instead of seeing the topic of voting as linked to a practitioner's personal political party affiliation, this can be an appropriate topic to bring up with clients because participation in government is a matter of universal client empowerment and well-being.

Joli Sparkman, MSW, spoke of her diverse work with clients facing substance use disorder and in community health environments. She pointed to the importance of factoring the incarcerated population into our voting advocacy, as they are one of the most disenfranchised from exercising their voting rights. This is compounded with the intersectional impact of being a population where people of color are disproportionately represented. Looking at further ways to draw people into the process, Emily Rodriguez of the Pioneer Valley Project sees the foundation of civic engagement as the act of identifying shared values. She observed that voter participation can be increased when people are educated on the structure of our government and when they learn how municipal elections impact important systems like schools and policing in their own community.

**The conclusion is clear: the promotion and protection of voting rights incorporates a duality of macro-level advocacy and micro-level support of a client's right to self-determination.**

Jordan Berg Powers observed that social workers are uniquely positioned at the intersection of people who have been failed by society and people who are in power. Fostering voter engagement, with a special focus on those who are underrepresented in government, is an important way for social workers to build toward the disruption of oppressive frameworks. When we connect with the many local organizations in Massachusetts that offer us the knowledge and tools to help our clients, social workers can advocate for the voter participation that will move our country further toward racial justice. 🌐

# Honoring Gender Diversity

**P. Leslie Berman, LICSW**  
**Charles Strauss, LICSW**



P. Leslie Berman, LICSW

Charles Strauss, LICSW

Choose a core aspect of yourself. Imagine a new law makes this aspect illegal. Associating with you, hiring you, selling to you, marrying you, providing services to you are now illegal. It is illegal for others to help care for children who are like you. Gatherings of, publicly speaking about, media about, education about people like you are all illegal. Now, how would you live your life in this new legal context? How do you interact with other people? How do you get your needs met? Do you keep this aspect of yourself a secret? If so, how do you do that? Do you continue to live as you do now and protect yourself? How do you do that? Or do you leave the country?

In 2022, as of this writing, 17 bills have been filed in state legislatures that attempt to single out gender diverse people for unfair and unequal treatment. In 2021, the number of such bills filed was greater than in any previous year. Some have been signed into law. Some criminalize transition-related care for transgender youth and trans-inclusive language in education. These policies profoundly traumatize gender diverse people on multiple levels. These policies render them and their advocates invisible and they conflict with core values in NASW's Code of Ethics, particularly the *Dignity and Worth of the Person* and *Social Justice*.

To work well with gender diverse clients in this environment, it is vital that

we practice cultural humility. We must listen to clients' experiences without conflating them with our preconceptions. It's about truly centering the client and learning their language. We hope the following suggestions will help our fellow practitioners as

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*A whole human being is more multi-dimensional than just a body. People have hearts and souls and minds. Attaching social possibilities to the body abandons our humanity in favor of anatomy.*

---

we aim to best manifest social work values in our work with gender diverse clients:

1. Become familiar with the vocabulary and the distinctions between sex, gender identity, and gender expression. Our competence with this can help gender diverse clients feel much safer.
2. When a client uses words like "gender" or "feminine," we should not assume we know what they mean. Social workers have skills to check for nuance in interpersonal communication.
3. Beware the gender binary! It renders gender diversity invisible. Examples include "ladies and gentlemen," "men and women," "boys and girls," and typical pronoun usage (he, she, s/he, he/she, etc.), which exclude cross-dressing, genderqueer, gender fluid, or non-binary experiences.
4. Check our bias. Cisgenderism presumes and privileges cisgender over transgender experiences and identities. Don't presume to know someone's gender or pronouns. If it seems safe for them to answer, consider asking.
5. Be open to being surprised. Gender can be fluid and change over time.

6. Use inclusive language both in our speech and on administrative forms.
7. Coming out, gender affirmation or transition, and passing are not necessarily default goals. They may involve particular changes, internal and/or external, self-referential, and/or relational. Coming out to oneself can be distinct from coming out to others.
8. There is pressure to conform to gender role expectations. When we acknowledge those experiences in ourselves, we can better empathize with other people's gender journeys.
9. Let's not overlook sexuality. The poetry of intimacy need not be constrained by conventional expectations of bodies and gender.
10. Be mindful of health and economic disparities facing gender diverse folks.
11. Let's speak up, accept feedback with grace, and adjust course as needed. None of us is perfect!

Paraphrasing Devin Michelle Bunten, "sex" describes components and functions of bodies. Its terms ("male," "female," and "intersex") are precise. "Gender" is multi-textured including social and political roles that people take on as women, men, something else, or none of the above. A whole human being is more multi-dimensional than just a body. People have hearts and souls and minds. Attaching social possibilities to the body abandons our humanity in favor of anatomy. It is our responsibility to support an expansive range of social possibilities so our clients can live their most authentic lives. Our language should reflect this task.

For more resources please go to:  
[tinyurl.com/MASWTRL](https://tinyurl.com/MASWTRL)

## About Leslie & Charles:

*Leslie Berman, LICSW has been working with the gender diverse community and their loved ones for more than 23 years. Charles Strauss, LICSW works with diverse genders, sexualities, and relationships; teens, adults, and partnerships.*

## Regional Staff Contacts

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### Central & Greater Boston

NASW-MA, 617-227-9635  
chapter.naswma@socialworkers.org

Check [naswma.org/events](http://naswma.org/events)  
for additional meeting details.

May 4 | 5:15 pm  
Children & Youth Shared Interest  
Group Meeting

May 4 | 7 pm  
Mental Health & Substance Use  
Shared Interest Group Meeting

May 6 | 12-1 pm  
Legislative Advocacy Committee (LAC)  
\*Action Hour!\*

May 12 | 5-6 pm  
Legislative Advocacy Committee (LAC)  
Meeting

May 9 | 5:30 pm  
Criminal Justice Committee Meeting

May 17 5:45-7 pm  
Political Action for Candidate Election  
(PACE) Committee Meeting

May 17 | 7:00 pm  
Disability Justice Shared Interest  
Group Meeting

May 18 | 10-11:30 am  
Retired & Retiring Shared Interest  
Group Meeting

May 18 | 7:30-8:30 pm  
Northeast Regional Council Meeting

May 19 | 6:30 pm  
Nursing Home Committee Meeting

May 20 | 9-10:30 am  
Private Practice Meeting (Greater Boston)

May 26 | 4:30 pm  
Ethics Committee Meeting

May 27 | 9-10 am  
Private Practice Meeting (Southeast)

June 1 | 7 pm  
Mental Health & Substance Use  
Shared Interest Group Meeting

June 3 | 9-10:30 am  
Private Practice Meeting (Pioneer Valley)

June 15 | 7:30-8:30 pm  
Northeast Regional Council Meeting

June 21 | 5:45-7 pm  
Political Action for Candidate Election  
(PACE) Committee Meeting

July 19 | 5:45-7 pm  
Political Action for Candidate Election  
(PACE) Committee Meeting

June 21 | 7:00 pm  
Disability Justice Shared Interest  
Group Meeting

June 27 | 7 pm  
Southeast Regional Council Meeting

June 17 | 9-10:30 am  
Private Practice Meeting (Greater Boston)

July 15 | 9-10:30 am  
Private Practice Meeting (Greater Boston)



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**REGISTER**

**“Social Determinants of Health:  
The Interface of Social Work and  
Community Medicine**

**Speakers:** Tom Verdi, LICSW, and Ilana Steinhauer, NP

**May 5 | 7:30–9 pm**

**Earn 1.5 CEUs!**

Sponsored by the Berkshire & Pioneer Valley Regional Councils  
Register: [naswma.org/events](http://naswma.org/events) | Free for NASW-MA members

**REGISTER**

**The Significance of Space:  
How the Psychiatric Environment  
Impacts our Treatment Experience**

**Speaker:** Maureen Clark, LICSW

**June 2 | 7:30–9 pm**

**Earn 1.5 CEUs!**

Sponsored by the Berkshire & Pioneer Valley Regional Councils  
Register: [naswma.org/events](http://naswma.org/events) | Free for NASW-MA members



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Cultures in Nursing Homes**

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Ed.D, LSW, SW-G**

- Virtual Conference
- Thursday, June 16, 2022
- *More information coming soon!*



[www.naswma.org/nursinghomeconf2022](http://www.naswma.org/nursinghomeconf2022)



**Black Motherhood and the  
Invisible Burden of Race,  
Racism, and Implicit Bias**

Understand the concept of implicit bias, how our brains work, and the common ways that implicit bias is manifested in the workplace and in society in general, with speaker Jai-Me Potter-Rutledge, BS, MHA, PhDc.

**Thursday, May 26 | 12:00 - 1:30pm EST**

**1.5 CEUs available!**

Online registrations are closing on May 24.  
This webinar will be hosted by NASW-RI  
(CEUs approved by NASW-MA).

[www.naswma.org/events/](http://www.naswma.org/events/)

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NOMINATIONS  
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Annual Awards Celebrations  
Thursday, December 1, 2022

[WWW.NASWMA.ORG/AWARDS2022](http://WWW.NASWMA.ORG/AWARDS2022)

# Chapter Elections

## Vote for NASW-MA Leadership on the Board and CCNLI

Place your vote(s) by June 6, 2022. If voting for a regional position, please only vote if you live in that region. Submit your ballot online at [naswma.org](http://naswma.org) OR by placing a "check" in the box next to the candidate(s) of your choice on these pages and mail to: NASW-MA, 11 Beacon Street, Suite 510, Boston, MA 02108.

### BOARD OF DIRECTORS

#### VICE-PRESIDENT FOR BUDGET AND FINANCE (1 position)



**Nanci Ginty Butler**—LICSW; Director of Mental Health Services, Adolescent and Young Adult Medicine; Boston Children's Hospital; Treasurer of the Board of Directors of the Massachusetts Chapter 2007-2010, NASW Delegate Assembly 2005, 2011, 2014, and 2017, Finance Committee Member 2007–Present, CCNLI 2002-2004, CCNLI Co-Chair

2003–2004, Recipient of 2006 Emerging Leader Award from NASW-MA Chapter; Boston University School of Social Work Alumni Association President Emerita.

**Platform Statement:** I have dedicated my career to advocating for the needs of social workers and the people we serve. I was treasurer of NASW-MA in the past and it would be a privilege to once again have the opportunity to dedicate myself to strengthening our organization and ensuring it remains financially sound and secure for years to come.



**Kevin McCarthy**—BA, LICSW; Clinician Coordinator for Substance Addiction Services; Eliot Community Human Services; 2020–2021 NASW-MA Chapter CCNLI Member; Board President: Massachusetts Organization for Addiction Recovery (member since 2014), Board member: Heading Home Inc. (since 2009), Board member: Namastay Sober (since 2017),

Graduates Association: BCSSW Alumni Council volunteer (2015–2016), Graduates Council: Boston College WCAS (since 2015), Graduates Council: Noble and Greenough School (since 2006).

**Platform Statement:** As Vice-President for Budget and Finance, I'll utilize 20-plus years of business management and board experience to provide expert financial oversight of the chapter. It will be my honor and privilege to advocate for continued diversity, racial equity and inclusion, while supporting the needs of social workers everywhere.

#### GREATER BOSTON REGION (1 position)



**Jorge Delva**—BSW, MSW, PhD; Dean, Director and Paul Famer Professor, Center for Innovation in Social Work and Health; Boston University School of Social Work; Council on Social Work Education, Society for Social Work & Research.

**Platform Statement:** As a social work educator, I fully support NASW's advocacy efforts to improve the lives of the most vulnerable individuals, families, and communities by advancing sound social policies, and enhancing the professional growth and development of its members and social work practice in general. I would welcome the opportunity to work with the leadership, board, and members in advancing NASW-MA's mission.



**Takia Myers** – AAS, BS, MSW, LCSW; Mental Health Therapist; Activated By Wellness; NASW-MA Racial Justice Committee 2021-present.

**Platform Statement:** Advancing equity and justice as a clinician who works with people facing marginalization, it is foundational to advocate for necessary change that leads to tangible progress. It is my goal to be the change we wish to see through becoming a member of the NASW-MA Board. The time is NOW.



**Rebecca Phillips** – MDiv, MSW, LCSW; Clinical Social Worker; Cambridge Health Alliance; NASW-MA Chapter LAC 2021–present, NASW-MA Chapter Disability SIG 2022–present.

**Platform Statement:** As a member of the disability and queer communities, I often work with clients who share the same identities as me. I hope to serve by advocating for the most marginalized and vulnerable amongst us, whether those be clients or fellow social workers.

#### PIONEER VALLEY REGION (1 position available)

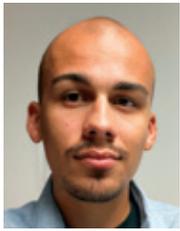


**Dr. Anthony Hill**—EdD, MSW, BS; Associate Professor; Springfield College School of Social Work and Behavioral Sciences; NASW Social, Economic Justice, and Peace Section Committee Member 2014–2020, Various NASW-MA CE Conferences; North American Association of Christians in Social Work Board Member, The Network of Social

Worm Management.

**Platform Statement:** Social workers are essential in our society and help children, families, and communities heal and lead productive lives. As a Pioneer Valley Representative, I want to be part of the solution and am confident that I can partner and collaborate with NASW-MA and work toward forging innovative and creative solutions.

## MSW STUDENT (1 position)



□ **Tyrone Cabral**—BSW; LifeSet Specialist; Youth Villages.

**Platform Statement:** Current events have been changing the world and social work profession now more than ever. Social work students will be entering a much different profession than our predecessors and as the MSW

Student Representative I will work diligently to ensure the students' voices are at the table reflecting that change.



□ **Nashley Nieves**—BS in Psychology and Criminal Justice; MSW Candidate 2023; Bridgewater State University; Patient Advocate; Bedrock Recovery Center.

**Platform Statement:** As an upcoming social worker, I work to empower my constituents and advocate for their right for treatment, regardless of their social location. As a board member,

I would work to uphold Anti-Oppressive Practices and social advocacy. Because everyone deserves to be treated with respect, dignity, and humanity.



□ **Yolanda Okundaye**—MSW; DEI Graduate Assistant, Volunteer and Learning Service Center; Boston College.

**Platform Statement:** The core values of NASW induce consciousness raising and reshape one's thinking and behavior to be more sensitive and respectfully responsive to

differences. As the MSW student representative, I aim to incorporate intentional and transparent leadership into creating systems that promote validating and amplifying experiences of marginalized groups.

## BSW STUDENT (1 position)



□ **Kailey Sultaire**—MSW Candidate 2023; Student; Simmons University; NASW-MA Chapter Student Ambassador 2020–2021, NASW-MA Chapter LGBTQIA+ SIG Member 2020–2021.

**Platform Statement:** Students are the next generation of social workers. As the BSW

Board Representative, I will work to uplift the opinions of all BSW students on NASW-MA policies, programs, and advocacy stances. By engaging with students across the state, I will ensure our voices are at the table.

## CHAPTER COMMITTEE ON NOMINATIONS & LEADERSHIP IDENTIFICATION

### CENTRAL REGION (1 position available)

### GREATER BOSTON REGION (1 position available)



□ **Natalie Colon**—BSW, LSW; Nursing Home Social Worker; Norton Social Work Group.

**Platform Statement:** Community is an essential component of social work. NASW provides social workers with this opportunity through the ability to network and feel connected

with others in the field. In addition to having access to the latest updated resources for social workers regardless of licensure level.

### NORTHEAST REGION (1 position available)

### SOUTHEAST REGION (1 position available)

### PIONEER VALLEY REGION (1 position available)



□ **Yolanda Bowman**—LICSW; Clinical Supervisor; Hampden County Sheriff's Department; Field Advisory Board for MSWs at Westfield State University.

**Platform Statement:** Throughout my years of service in the social work field, I have come to understand the many challenges social

workers face. As a social worker within the criminal justice system, it is paramount that social workers maintain the highest level of standards and a commitment to social change and diversity.



□ **Ruth Pearlman**—MEd, LICSW; Psychotherapist/Clinician, Adjunct Faculty Member; Private Practice, UConn, Hartford Campus Westfield State, Springfield College.

**Platform Statement:** As a therapist for over 25 years, an MSW Social Work adjunct professor for 15 years, I enjoy helping people

grow into their authentic selves. It's been fascinating to teach social work students coming into the field as the field is always evolving. I bring this perspective to committee work.

### STUDENT (1 position)



□ **Jamie Harary**—MSW Candidate 2023

**Platform Statement:** I am a Harm Reductionist and Activist, working with drug users in Lynn, MA, to provide safer use supplies, education, and resources. As a social worker I hope to steer active drug users towards safer ways of life, and work with other social workers to teach

the meaning and practical aspects of Harm Reduction, to move the field away from policing and towards connectivity and empathy.

# Confidence: Your Greatest Job Search Tool

Elyse Pipitone, LCSW

When it comes to advocating for others and using a strengths-based mindset with clients, social workers are better than most. However, they can be less effective when advocating for themselves in a job search and marketing their own strengths and expertise.

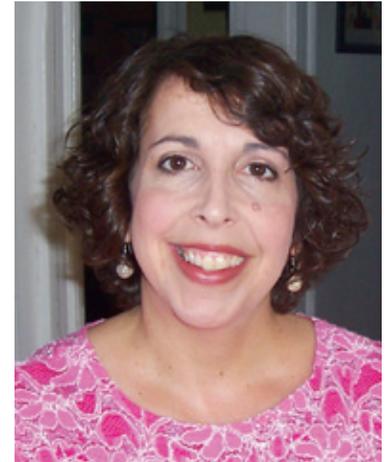
**In my coaching work, I have found social workers to be overly modest or uncomfortable highlighting their own successes, achievements, and unique qualities.** The good news is, social workers can effectively represent themselves to potential employers in a way that feels authentic and comfortable.

## To start, answer the following questions

- How does your work performance add value to your current employer and the clients you serve? What problems do you help solve? How do you make their lives (or work) easier and better?
- What are your top skills and accomplishments? Do you have a reputation as your team's or agency's expert or "go-to" person?
- Can you think of some client success stories, or scenarios describing your leadership skills, to share during interviews and performance reviews (as well as on your resume, cover letter, and LinkedIn profile)?
- Who are the members of your "support team" that can help you identify your strengths and boost your confidence: friends, family, professional colleagues, clergy, therapist? What compliments have they shared about your personality and work performance?

## Important Points to Consider

- **Talking about yourself is a necessity.** Would you want to hire someone who was unable to tell you anything positive about themselves? While it can feel uncomfortable putting the spotlight on yourself, it is a necessity in the job search. Hiring managers want to know why you are the best candidate for the job: not only that you have the qualifications they seek, but also that you are confident in your own abilities and talents. **Make a list of your top successes and achievements to share in your resume, on your LinkedIn profile, and in job interviews.** Practice discussing these talking points with a trusted friend or family member so that they begin to feel more "natural."
- **Remember that promoting yourself is not bragging.** You are simply stating facts about why you are a strong candidate. How can an employer know what you can do for them, unless you tell them? It is your responsibility to explain how your experience and skills meet the position's qualifications or fit an organization's mission. Consider the work you do, and their results on others: how have your actions and accomplishments added value to your team and your agency? What projects or programs have you helped launch or improve? Look beyond the responsibilities of your position to the activities that illustrate your achievements and level of competence.
- **Keep a "kudos" or compliments file** where you can collect compliments, accolades, awards, recognition and "shout-outs" from managers, colleagues, clients, and collaterals. Take a look at references and recommendations that you have already received from colleagues—what compliments stand out? Ask others what they see as your top strengths and skills. Remember that personal attributes, like being reliable,



Elyse Pipitone, LCSW

smoothly juggling multiple priorities, and showing resilience during challenging circumstances are also valuable in the workplace.

- **Lastly, don't be afraid to let your personality shine.** As obvious as it may sound, employers want to know that you are excited to join their organization. Express your passion, whether it is for the client population, the agency's mission, and/or the field itself. What excites you and "lights you up?" Why are you proud to be a social worker? Why did you choose this field? Your cover letter and LinkedIn profile are great places to share this information as well.

Need more tips? Check out this inspirational infographic by Happify, "Science-Backed Secrets of How to Be More Confident" at <https://thp.happify.com/hdl/boost-your-self-confidence-infographic>. 🌱

*Elyse Pipitone, LCSW is the owner of Blooming Careers Coaching, based in the Boston area, where she helps job seekers with career transition and exploration and resumes/LinkedIn profiles. Is there a topic you'd like Elyse to discuss in an upcoming issue? Contact her at [epipitone.nasuma@socialworkers.org](mailto:epipitone.nasuma@socialworkers.org).*

Employment

**Executive Director—Children’s Trust.** The Massachusetts Children’s Trust, the state’s preeminent public-private partnership and the only quasi-state agency exclusively charged to prevent child abuse and neglect, is seeking an Executive Director to lead the organization at a critical inflection point following the retirement of its 30-year Executive Director. The incoming Executive Director will have the opportunity to lead, inspire, and impact policy and programs to advance The Children’s Trust mission. This is an incredible opportunity to lead an organization that is uniquely positioned to prevent child abuse in Massachusetts through a myriad of approaches: driving evidence-based research about the proven methodologies to strengthen families, influencing public policy, overseeing family-based programs, raising awareness, and securing critical funding to support vital programs, including one of their signature programs, Healthy Families of Massachusetts. The Children’s Trust’s mission and its dedicated staff are focused on a singular ambition: stop child abuse in Massachusetts. Informed by rigorous research and driven by an evidence-based approach, its programs, advocacy, and statewide partnerships lead to safer children in stable families and reduce the social, health, and education costs for all. Experience & Qualifications: • 8+ years of executive leadership/management experience; experience as CEO/Executive Director a plus. • Two years of direct service experience in child welfare or child clinical work. • Two years of experience in human services administration or policymaking. • Graduate degree in a related field. The Children’s Trust is committed to diversity, equity, inclusion and belonging and an equal opportunity and affirmative action employer and seeks to employ individuals based upon their qualifications, experience, and ability to perform the position responsibilities. To apply please email: [lvuona@boyden.com](mailto:lvuona@boyden.com).

**Behavioral Health Provider LICSW/LCSW - Harbor Health-Daniel Driscoll Neponset Health Center.** Harbor Health-Daniel Driscoll Neponset Health Center in Boston is seeking a Social Worker/Clinician LICSW or LCSW to join our Behavioral Health Team. LOAN REPAYMENT OPPORTUNITIES with excellent benefits package offered! The Social Worker performs intakes, evaluations and direct therapy to patients, participates on treatment teams, and coordinates treatment with psychiatry and primary care providers. LCSW OR LICSW required, 2 yrs of exp. providing direct therapy in individual, family or group modalities, LADC1 preferred, SA exp. preferred. Please apply online at [www.hhsi.us](http://www.hhsi.us) or email [jtranford@hhsi.us](mailto:jtranford@hhsi.us)

**Therapists and Clinical Supervisors - Column Health.** Currently searching for a Massachusetts therapist, join our talented growing team of outpatient clinicians! The chosen candidate will excel in providing clinical services, including screening, assessment, treatment planning, individual and group counseling, and crisis intervention, all within the clinical pathways set forth. You will be responsible to evaluate patient’s condition and history, formulate and implement treatment plans, and actively promote behavioral health awareness and services to the community. Therapists play a key role on our multi-disciplinary care teams which are assigned to patient cases working collaboratively to provide more coordinated, more effective care for our patients. Competitive base salary and bonus compensation structure. For full details and to apply: <https://columnhealth.com/careers.php>

**Fee For Service Clinician, TBE Outreach Worker, Half-Time Salaried Clinician—Human Relations Service, Inc.** Vibrant Community Mental Health Center with job openings. Join our wonderful community! See our website for details: [www.hrshelps.org](http://www.hrshelps.org) or email: [hiring@hrshelps.org](mailto:hiring@hrshelps.org)

**Community Resource Specialist (OBGYN) —Beth Israel Deaconess Medical Center, Boston.** Job Summary: Under the direction of the manager or supervising clinician, the Community Resource Specialist II practices resource specialist work at an advanced level. Provides leadership to the Community Resource team in administration, program development, training, and oversight. Collaborates with social work and/or medical staff to obtain community resources for Medical Center patients and families. Within developed area of expertise, provides orientation and ongoing training related to community resources to staff, students, medical professionals, patients and families. Required Qualifications: • High School diploma or GED required. Bachelors degree in Social Work or Human Services field preferred. • License Licensed Social Worker preferred. • 3–5 years related work experience required. • 2 years of related work experience without a related Bachelors degree. • Experience with computer systems required, including web based applications and some Microsoft Office applications which may include Outlook, Word, Excel, PowerPoint or Access. For full details and to apply: <https://jobs.bidmc.org/search-jobs/44604br?orglds=169&kt=1>

**Referral Clinician—Therapy Matcher.** Looking to hire a part-time staff member to join the NASW-MA Therapy Matcher team. Therapy Matcher connects clients to private practice LICSW’s. This position involves responding to referral calls and emails during weekday daytime hours. We are currently looking for coverage for full days on Tuesdays, with possible additional hours available. Requirements include LICSW or LCSW, strong clinical and organizational skills, and solid computer literacy. This is a contracted position, paid hourly/per day. Work is done from home. Contact: Barbara Burka, Director of Therapy Matcher at [bburka.naswma@socialworkers.org](mailto:bburka.naswma@socialworkers.org) or 781-721-0144.

**Part-time or Full-time LICSWs—HealthDrive.** HealthDrive is seeking part-time or full-time LICSWs to join our multi-disciplinary team of clinicians providing behavioral health support to elders living in long-term care residences in all areas of Massachusetts. HealthDrive offers a competitive base compensation and bonus structure with the ability to make \$90,000+ annually. Additional benefits include: no on-call responsibilities, 100% malpractice coverage, clinical autonomy with support as needed, and a full administrative support team. Most benefits start on day 1 for full-time providers. For full details and to apply contact: Ashley at [aclm@healthdrive.com](mailto:aclm@healthdrive.com)

**Associate Dean for Research—University of Connecticut.** University of Connecticut School of Social Work is seeking an Associate Dean for Research (ADR) to provide leadership for the School’s research program and to promote the full-range of faculty research and scholarship activities. Uconn is an Affirmative Action/Equal Employment Opportunity employer. For full details and to apply: <https://academicjobsonline.org/ajo/jobs/21433>

**Youth Services Counselor—Town of Westwood.** Westwood Youth & Family Services. Position provides professional counseling and consultative services to children, adolescents, and their families. Oversees a variety of initiatives, including children’s social skills group programs to high school volunteer mentoring programs. Great opportunity to join Westwood’s dedicated, team-oriented Youth & Family Services Department! LICSW/LMHC required. Comprehensive benefit package offered. Salary range: \$62,447 to \$77,988. To view full posting and apply visit: <https://www.townhall.westwood.ma.us/departments/human-resources/employment-opportunities>

**Wellness and Support Services Coordinator —Stonehill College.** The Town of Andover seeks a committed and compassionate individual to serve as its Wellness and Support Services Coordinator to develop and implement services in the areas of mental health, substance use disorder prevention, awareness and recovery, and to ensure that families and individuals in need, regardless of age or income, have access to supportive case management and social work intervention in the community. The coordinator will work closely with the Town’s social work resources, including those associated with the Schools, Youth Services, Elder Services and the Police Department. Salary: \$79,301–\$100,885. For more information and to apply, please visit: <https://andoverma.gov/996/Employment-Opportunities>.

**Staff Assistant, Diversity, Equity and Inclusion Counselor (10 Month Position)—Bridgewater State University.** Position Summary: The Diversity, Equity and Inclusion Counselor provides a full range of counseling activities that support a diverse student population in their personal and educational growth while attending BSU. The successful candidate will possess experience and expertise in providing mental health counseling services to communities of color, LGBTQIA+ populations, students with disabilities, international students, first generation learners, veterans, and those holding other intersectional identities. Additionally, this position leads staff development efforts that enhance the department’s provision of culturally competent clinical services. Required Qualifications: • Minimum of a Master’s degree in Social Work, Clinical Psychology or Counseling Psychology. • Current licensure as a mental health provider, eligible or currently possessing Massachusetts license. • Three years of clinical experience. • Demonstrated generalist clinical skills including time-limited, evidence-based practice, individual and group treatment modalities. • Experience providing counseling services to communities of color, LGBTQIA+ populations, students with disabilities, international students, first generation learners, veterans, and those holding other intersectional identities. • Experience providing programs and outreach that advance values of diversity, social justice, and cultural competency within the delivery of mental health care. • Professional competence in providing crisis intervention as evidenced by training and experience, e.g., in-patient psychiatric experience. • Availability to provide service and staff consultation during specifically defined daytime, evening, and occasional weekend hours when college is in session. Vacation will be taken during college breaks in order to ensure availability of crisis services when students are on campus. • Ability to work flexible hours including evenings and weekends, as programs, services, and division or University calendar necessitates. To apply, visit <https://apptrkr.com/2909166>

**Staff Clinician—Stonehill College.** Stonehill College Counseling Services is committed to the development of the whole person: intellectually, emotionally, socially, spiritually, and physically. The Staff Clinician is responsible for providing a high level of direct clinical service to students and consultation to the community.

# HealthDrive

bringing integrated healthcare to you

**HealthDrive is seeking part-time or full-time LICSWs to join our multi-disciplinary team of clinicians providing behavioral health support to elders living in long-term care residences in all areas of Massachusetts.**

The therapist will provide behavioral health services within an assigned territory with an established caseload. HealthDrive offers a competitive base compensation and bonus structure with the ability to make \$90,000+ annually.

Additional benefits include: no on-call responsibilities, 100% malpractice coverage, clinical autonomy with support as needed, and a full administrative support team. Most benefits start on day 1 for full-time providers.

**Please call Denise Reis at 508-380-0121 or forward resumes to [DReis@healthdrive.com](mailto:DReis@healthdrive.com)**

The Staff Clinician will be able to effectively work with students from diverse identity backgrounds and life experiences, maintaining a commitment to equity and inclusion that supports outreach to and help-seeking by students from historically underrepresented backgrounds. Duties include intake assessment, crisis intervention, ongoing counseling, referrals/case management, outreach, as well as other consultative and clinical services. For a full job description and to apply, please visit: <https://jobs.stonehill.edu>

**Town Social Worker—Sudbury Board of Health.** Position provides a wide variety of services to the town of Sudbury, including therapeutic case management, consultation, program development and community engagement. LCSW required. LICSW preferred. Excellent benefits. \$32.77 to \$35.39/hour. For more details, visit: <https://sudbury.ma.us/hr/2022/03/02/community-social-worker-ii-position-available>

**Chief Executive Officer—RESPOND Inc.** RESPOND Seeks CEO—A pioneer in the movement to end domestic violence, RESPOND seeks an innovative, collaborative CEO to provide strategic leadership focused on advancing the agency's mission and sustaining its fiscal health. Budget: \$2.5m, Staff: 25. Visit website for full profile and application guidance. More: <https://eostransitions.applicantpool.com/jobs>.

**LICSW/Therapist—Pinnacle Health Management, LLP.** Social Work-Therapist/LICSW, to join our team of clinicians providing mental health support to elders living in long term care residences on the south shore (Braintree/Weymouth). You are a skilled clinician who desires to work close to home and needs flexible hours! The therapist: • conducts initial diagnostic evaluations • develops goal oriented treatment plans • provides individual and family counseling/therapy • monitors patient progress; and maintains patient records. Salary negotiable. Please forward your resume in confidence to [pinnacle.health@comcast.net](mailto:pinnacle.health@comcast.net) or by facsimile to (781) 536-0016. Visit us at [www.pinnacle-health.net](http://www.pinnacle-health.net).

**Elder Care Coordinator.** Seeking elder care coordinator working with elder's adult daughter. Communicate with aide agency, research providers, coordinate appointments, arrange home maintenance, maintain weekly schedule, advocate for medical care. Skills: detail oriented, problem solver, excellent written/verbal communication. Eastern Massachusetts familiarity. Remote. Daytime. Occasional brief calls weekends/evenings. 5-10hrs/week. Contact: [massfamilycare@gmail.com](mailto:massfamilycare@gmail.com).

**Rape Crisis Specialist—University of Massachusetts Amherst.** Job Summary Under the general supervision of Associate Director for Counseling and Rape Crisis Services, the Rape Crisis Specialist assists with the administration and provision of services for the daily operations of 24 hour comprehensive services for victims/survivors and the family and friends of victims/survivors of sexual and relationship violence. The incumbent will participate in violence prevention efforts and education to meet grant, program, and departmental goals. This is a grant-funded position, with reappointment dependent on grant renewal and funding availability. Essential Functions • Provide short term peer counseling; crisis intervention; medical, legal and academic advocacy; safety planning; case management; and facilitate related support groups throughout Hampshire County. • Responsibilities can include meeting and communicating with other service providers about clients. • Comply with all relevant regulations, policies, standards, and protocols including those

regarding privileged communication between rape crisis counselors and victims, and mandated reporting of abuse. • Assist to administer and participate in the daily operations of 24 hour rape crisis services including ensuring scheduling and staffing of hotline, and providing and/or scheduling back-up to ensure coverage. Participate in training and selection and can provide supervision and support to program staff. • Consult and participate in implementation of violence prevention outreach, education, and training for diverse populations. • Maintain and complete timely reports to document accurate service data and other related administrative need such as travel, procard, etc. Generate relevant reports; participate in organizational and committee meetings; maintain positive working relationship with partners and stakeholders and provide consultation as assigned. • Lead and participate in program and organizational projects and initiatives, as assigned, to meet current program goals and priorities. For full description, including minimum qualification requirements, salary information, and instructions to apply, please visit: <https://careers.umass.edu/amherst/en-us/job/513122/rape-crisis-specialist>.

**Clinician—Behavioral Treatment Services—\$5,000 Sign On Bonus—Riverside Community Care.** \$5,000 Bonus: \$2,500.00 at hire & \$2,500.00 after 6 months of service Exciting opportunity to join Riverside Community Care and a collaborative, dynamic team to integrate therapeutic, psychiatric treatment over multiple milieus—day treatment, vocational, residential and clinical! Requirements: Master's Degree in Social Work/related field 1-2 years experience. [www.riversidecc.org/careers](http://www.riversidecc.org/careers). Please reference job posting #6989.

**Executive Director—Parenting Journey.** Parenting Journey, a nonprofit Training Institute with offices in Somerville (MA) and NYC (NY), seeks an innovative and business-oriented leader to expand the adoption of our programs nationally and internationally in order to transform the health and well-being of families. More info: <https://eostransitions.applicantpool.com/jobs>.

**Senior Case Manager and Clinical Director—Communities Collaborative.** Unique, innovative human service agency based in Merrimac, MA serving children and youth in intensive foster care is seeking a FT Senior Case Manager and a FT Clinical Director. Must have valid LSWA, LCSW, or LICSW or be license eligible within 6 months. ALL APPLICANTS MUST BE FULLY VACCINATED FOR COVID-19 PRIOR TO FIRST DAY OF EMPLOYMENT. Email resume to [HR@sharedlivingcollaborative.org](mailto:HR@sharedlivingcollaborative.org) or Fax 978-346-8550. No phone calls please.

**Child & Adolescent Therapist-Individual Therapy and/or Group Therapy—Child Therapy Boston .** Child Therapy Boston is hiring licensed therapists to provide individual therapy and or group therapy for kids and teens. We are a warm and welcoming private practice with locations in Needham and Sudbury. We offer counseling, social skills groups, anxiety management groups, creative coping skills groups, self-regulation groups and more. We are looking for creative and dynamic therapists who are organized and able to work well independently. We offer excellent compensation and require minimal paperwork. Minimum of 8 clients per week with opportunity for more. We are hiring in both of our locations and would love to hear from you. Contact: [alison@childtherapyinboston.com](mailto:alison@childtherapyinboston.com).

**Social Worker/Program Coordinator—Hopkinton Youth & Family Services.** Seeking creative social worker passionate about the behavioral

health of youth and families. A true social work position encompassing individual, group, program, and community work. Flexible FT position for experienced, licensed clinician. Full posting: <https://groups.google.com/a/hopkintonma.gov/g/jobs/c/HL-niecuFdbM>. [hr@hopkintonma.gov](mailto:hr@hopkintonma.gov).

**Staff Clinicians—North Charles Mental Health Clinic.**

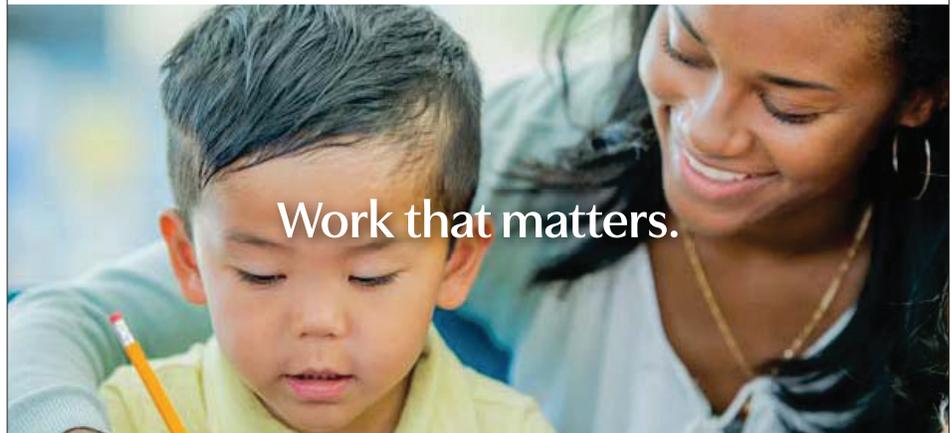
Join the North Charles Mental Health Clinic as we expand our team. We are a small clinic, located in North Cambridge, affiliated with Cambridge Health Alliance. We are staffed by experienced clinicians, offering a strong multi-disciplinary team approach and providing psychodynamically oriented treatment for a wide range of clients. Seeking Staff Clinicians (20+ hrs/wk). Both salaried and fee-for-service positions available. These positions are eligible for student loan repayment programs. Responsibilities include: diagnostic evaluations and ongoing psychotherapy for individuals, with options for families and couples; reimbursed participation in weekly team meetings and biannual clinical reviews. Requirements: must have fully independent licensure in Social Work, Mental Health Counseling, Clinical Psychology or Psychiatric Nursing; minimum 3 years post-grad clinical experience with adult patients, including experience treating those with major mental illness. Individual and peer supervision provided. Free on-site parking. Flexible work schedule. We offer a dynamic, collaborative and supportive work environment. For more information, please contact Jennifer Brill, LICSW at [jbrill@northcharles.org](mailto:jbrill@northcharles.org).

**ASST/ASSOC PROF OF PRACTICE, MSW & SCHOOL COUNSELING—Merrimack College.**

Accepting applicants for the position of Assistant or Associate Professor of Practice—Non-Tenure Track to begin in September 2022. The candidate will have a 4/4 teaching load and will teach in both the Master of Social Work and the Master's in School Counseling programs. A minimum of 51% of the workload will be in the MSW program. Candidates must have a Master of Social Work from a CSWE accredited program or equivalency established through CSWE and experience in School Counseling with a doctorate or ABD in a related field. The successful candidate will also demonstrate a commitment to diversity, equity, and inclusion, and possess a willingness to serve as an academic advisor and to actively serve at the program, department, college, and community levels. Candidate will have at least 2 years' post MSW practice and teaching experience at either the micro, mezzo or macro level as well as experience working and/or knowledge about k-12 school systems. The Master of Social Work Program is an on-ground advanced generalist program in candidacy with CSWE. The Masters of School Counseling includes two pathways for licensure in school counseling and school social work/adjustment counseling. Requirements: 1) Masters in Social Work from a CSWE accredited program or equivalency as defined by CSWE; 2) Doctoral degree or ABD in relevant field; 3) Minimum 2-years post MSW experience in practice and/or teaching in the field of social work; 4) LCSW/LICSW preferred for clinical practice classes; 5) Licensure as a school social worker by a state department of education; 6) Experience working with and/or teaching about multicultural populations, immigrant populations, or underserved communities; 7) Familiarity with Latinx communities and bilingual Spanish a plus. Apply: [https://www.merrimack.edu/about/offices\\_services/human\\_resources/employment\\_opportunities](https://www.merrimack.edu/about/offices_services/human_resources/employment_opportunities)

**ASST/ASSOC PROF OF PRACTICE, Applied Human Development & Community Studies—Merrimack College.** Accepting applicants for the position of Assistant or Associate Professor of Practice—Non-Tenure Track to begin in September 2022. The candidate will have a 4/4 teaching load and will teach

## MENTOR



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We're MENTOR, a member of the Sevita family, and we're hiring Clinicians across our Massachusetts locations! Are you looking for a career where you can make a difference in the lives of others? We believe everyone deserves to live a full, independent life.

Clinicians will provide mental health, behavioral, and/or substance use services to individuals, couples, families and groups in home and community settings. We will provide guidance and supervision towards State Licensure. **\$2,500 new hire bonus offered!**

To learn more, visit [SevitaCareers.com](https://SevitaCareers.com) or contact Tracey Walsh at [tracey.walsh@sevitahealth.com](mailto:tracey.walsh@sevitahealth.com)

### SevitaCareers.com

This opening is following guidance set forth in the Centers for Medicare and Medicaid (CMS) Omnibus COVID-19 Health Care Staff Vaccination Interim Final Rule and will require full COVID-19 vaccination before starting employment. Sevita has other roles not subject to this rule. Equal Opportunity Employer.

in both the Master of Social Work and Master's in Community Engagement programs. A minimum of 51% of the workload will be in the MSW program. Candidates must have a Master of Social Work from a CSWE accredited program or equivalency established through CSWE and experience in community engagement with a doctorate or ABD in a related field. The successful candidate will also demonstrate a commitment to diversity, equity, and inclusion, and possess a willingness to serve as an academic advisor and to actively serve at the program, department, college, and community levels. We welcome applicants with expertise in community organizing, community-based research, and other areas pertinent to the community engagement field. In addition to demonstrated teaching experience and effectiveness, the candidate will have at least 2 years' post MSW practice at either the micro, mezzo or macro level. The Master of Social Work Program is an on-ground advanced generalist program in candidacy with CSWE. The Community Engagement Program is presently fully online and includes a Master's degree and graduate certificate programs. Requirements: 1) Masters in Social Work from a CSWE accredited program or equivalency established; 2) Doctoral degree or ABD in relevant field; 3) Minimum 2-years post MSW experience in the practice and/or teaching in the field of social work; 4) Experience teaching and/or working in the community engagement field; 5) LCSW/LICSW preferred for clinical practice classes; 6) Experience working with and/or teaching about multicultural populations, immigrant populations, or underserved communities; 7) Familiarity with Latinx communities and bilingual Spanish a plus. Apply: [https://www.merrimack.edu/about/offices\\_services/human\\_resources/employment\\_opportunities](https://www.merrimack.edu/about/offices_services/human_resources/employment_opportunities)

**Pediatric Integrated Behavioral Health Social Worker—Boston Medical Center.** Seeking Social Worker with pediatric experience to join our multi-disciplinary team! Learn more: <https://tinyurl.com/BMCIBHSW>.

**Outpatient Child & Adolescent Therapist –Arlington Youth Counseling Center.**

Outpatient Child & Adolescent Therapist: PT & FT benefited positions available. Arlington Youth Counseling Center, a welcoming and inclusive outpatient mental health center serving community youth and families, seeks to hire licensed clinicians for individual, family, and group counseling. For more information, please see full job description at: <https://www.arlingtonma.gov/Home/Components/JobPosts/Job/3702/181>

**Buddy for Woman with Special Needs.** Adult lives in group home, works at CVS, needs extra attention. Build trust, Take clothes shopping. Assist in organizing room & keep her on task. 3 hours/flexible a week. \$20-\$25/hr. Contact Gila Cohen Davidovsky, DSW, LCSW: 201 873-5162, [drjila@yahoo.com](mailto:drjila@yahoo.com).

**Public Safety Clinician—Reading Police Department.** The Public Safety Clinician will provide clinical support to the community, Reading Police, Fire and Health Departments, the Reading Coalition, and various Town departments in the areas of substance use disorders and mental health. The Clinician will be available to provide requested assistance, follow-up on cases, and cultivate partnerships with collaborative agencies to best serve community members. This position is charged with assisting individuals in accessing

resources for treatment, peer support and self-help. [https://www.readingma.gov/sites/g/files/vyhli1116/f/uploads/2021\\_public\\_safety\\_clinician.pdf](https://www.readingma.gov/sites/g/files/vyhli1116/f/uploads/2021_public_safety_clinician.pdf)

**Part-time Clinical Rater for NIMH Funded Study (Remote)—Mightier.**

Mightier is a program developed at Boston Children's Hospital that empowers children to build emotional strength through play. With Mightier's innovative video game, children practice emotion regulation through heart rate biofeedback while playing award-winning mobile games. Mightier has kicked off an exciting, NIMH-funded partnership with insurance companies to prove that digital interventions can lessen overall mental health expenditures and ultimately help drive access to an important new wave of therapeutic tools. In this role as a clinical rater, you'll be a vital contributor to making this project work by collecting data and providing clinically informed ratings. We are seeking a contract, part-time (4-6 hours per week) mental health clinician to virtually administer self-report rating scales to adults and thoughtfully provide global impressions for an NIH-funded research study. There is an opportunity for additional hours if the individual is independently licensed in Massachusetts. The job is ideal for an early career clinician looking for additional experience, hours, or exposure to research. MSW w/ LCSW OR LICSW required, 2 years of experience preferred. Apply at: <https://apply.workable.com/mightier/j/0FD16FEDA4/apply>.

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## MSW's, LCSW's and LICSW's

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At HRI Hospital we offer specialized programming for all adults - including Substance Abuse, Women Only, BIPOC, LGBTQIA+ and Young Adults ages 18-24.



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### **Social Worker—Fallon Health—Summit ElderCare.**

About Summit ElderCare: Fallon Health operates the largest Program of All-Inclusive Care for the Elderly (PACE) in New England and the fifth largest in the country. Called Summit ElderCare, Fallon's PACE helps provide older adults and their caregivers with a welcome alternative to nursing home care. Participants in Summit ElderCare have access to comprehensive medical services and social support at a Summit ElderCare site while they keep the independence of living in their own homes and communities. Summary: Functions as a member of the PACE Interdisciplinary Team and provides social work services and support to participants, families and other caregivers. Provides direction to bachelors level social workers as assigned by Social Work Manager. Masters degree in Social Work License: Valid and unrestricted license to practice social work from the Board of Registration of Social Work of the Commonwealth of Massachusetts. At least two years experience in a Social Work capacity, preferably in a community setting, with a minimum of one year experience working with a frail or elderly population. Contact: [lisa.rosenkrantz@fallonhealth.org](mailto:lisa.rosenkrantz@fallonhealth.org).

### **Geriatric Social Worker—Harbor Health—Elder Service Plan.**

Harbor Health-Elder Service Plan in Mattapan is seeking a Geriatric Social Worker. Join a Social Work team that focuses on meeting our elder client's individual needs and improving their quality of life! The SW plans, coordinates and manages social work services for frail older adults (55+) and caregivers of the Elder Service Plan (ESP). Duties include conducting assessments; participating in Intake process, providing one on one supportive counseling to ESP participants/families; actively participating in the Integrated Disciplinary Team Plan of Care meetings. MSW w/LCSW OR LICSW required, 2 yrs of exp. with 1 yr of exp. providing direct therapy/services to a geriatric population, dementia, SA & end of life care exp. preferred Please apply online at <https://www.hhsi.us/about-us/join-our-team>

**Italian Home for Children.** At IHC, we are creating communities where all children, adults, and families are embraced and empowered to reach their full potential. Join IHC and become a part of a supportive, caring, and committed team that is making a difference every day. Are you ready to help? Are you prepared for professional growth opportunities? MA Level and Clinical Supervisory positions available immediately in a number of IHCs Programs! Apply Now! MA level clinician range starts at \$56K for salaried positions. Visit [italianhome.org](http://italianhome.org) to apply- Join our Team! Benefits Include: Sign on Bonus for Full Time—\$4000 Generous Paid Time Off, including vacation, sick, personal, and up to 12 holidays Employee referral bonuses up to \$1000, Productivity & Retention Bonuses Annual Training Allowance Reimbursement for exam fees and licensure for Independent Clinical licenses Educational Tuition & Loan Payments Comprehensive Health, Dental, Vision and more Free Parking on Campus Available positions include: Clinical Supervisors (LMHC or LICSW), MA Level Clinician in all programs: Residential, Afterschool, Community Based, School Based, Day School, Partial Hospital Program, Behavior Analyst, Community Based Behavior Clinician Apply here: <https://www.paycomonline.net/v4/ats/web.php/jobs?clientkey=985D4ED9242136F5D315146D0B07A905> or simply visit [www.italianhome.org](http://www.italianhome.org) and click on JOIN OUR Team See our ad in the Social Work Voice.

### **Social Worker (Family and Early Childhood Specialist) - Room to Grow .**

We are seeking social workers, mental health professionals, and other early childhood practitioners to join our team to support families during their children's critical first three years of life. During visits at our warm, welcoming Family Centers, our team develops long-term, meaningful relationships with parents and caregivers to talk through the challenges and joys of early parenthood and discuss their children's development. Our strengths-based approach supports parents raising children in these earliest years, increasing access to critical care and offering the surest opportunity for establishing a strong foundation in life. Apply: <https://roomtogrow.bamboohr.com/jobs/view.php?id=48>.

### **LICSW Outpatient Therapist—Essential Insights Counseling Center.**

Essential Insights Counseling Center, in Hudson, MA is now hiring full-time licensed clinicians to join our team! We're an insurance-based group practice for clients of all ages. We strongly believe in supporting clinicians to help them thrive, and offer a culture that celebrates diversity and inclusivity. Ideal clinicians are motivated self-starters who appreciate working in a connected, collaborative setting and have a mentality to grow and learn. We provide a steady stream of referrals, flexible schedules, competitive compensation, administrative support, paid time off, monthly technology stipend, comfortable office space, and hybrid in-person and telehealth options (fully remote is possible for the right candidate). Requirements include valid MA license, attendance at weekly staff meetings (in person or via Zoom), and willing to work one evening per week (either in person or via Zoom). For more information or to apply: <https://www.essentialinsightssc.com/opportunities> or [jwarkentin@essentialinsightssc.com](mailto:jwarkentin@essentialinsightssc.com).

### **Staff Associate, Associate Administrator of Field Education—Bridgewater State University.**

**SUPERVISION RECEIVED:** The Staff Associate, Associate administrator of Field Education shall work under the direct supervision of the Director of Field Education. This is an APA position and is subject to the terms of that union agreement. Tour of Duty: Monday–Friday, 8:30 – 5:00 (Evening and weekend hours may be required) (Saturday and Sundays as days off, ability to work some Saturdays as needed) COVID-19 Vaccination Requirement Essential Duties: The associate administrator will work to support the Director of Field Education and serve a diverse group of students in their MSW and BSW degree programs. Required Qualifications: 1) Three years MSW practice experience 2) Ability to supervise or manage a team 3) Familiarity with database software, technology, and the use of social media 4) Practice experience in diverse settings 5) Demonstrated ability to work effectively with diverse students, colleagues and community professionals 6) Strong oral and written communication skills 7) Driver's license, reliable transportation, and the ability to travel in MA and RI. Learn more: <https://apptrk.com/2743409>.

### **ONLY ONE PLACE CAN TRANSFORM YOUR CAREER.**

Your skills are in demand at many health systems. But only Optum Care offers you the right care culture in which to flourish. Join a behavioral health team that is integrated into our primary care model. Where you have the flexibility to work a hybrid of in-person and virtual. Where you collaborate with a team of care providers supporting a single panel. Where your ideas and expertise matter. Join us and there's only one thing to do—your life's best work. SM Seeking LICSWs for exceptional opportunities. Learn more at [practiceatreliant.org](http://practiceatreliant.org).

### **Hospice Social Worker w/ Sign-On Bonus – Good Shepherd Community Care.**

Community based, mission-driven hospice seeks a full-time clinical Social Worker to join its expanding counseling services team. Job Responsibilities: The social worker is an integral part of a multidisciplinary hospice team responsible for providing comprehensive psychosocial care to patients and families at the end of life. Makes home visits, facilitates referrals and admissions to services and provides counseling support during the bereavement period. This position is eligible for a \$3000 sign-on Bonus. Education, Skills and Experience: MSW required, LICSW preferred Sensitivity and understanding of end-of-life issues Psychosocial assessment and treatment expertise Excellent organizational and time management skills Clear communication Contribute as part of a collaborative team Good Shepherd Benefits Package offers: Competitive salary Four weeks paid time off in first year 12 paid holidays Health and dental insurance, coverage begins as of your start date Life insurance 403(b) with company match Flexible Spending Account Short Term Disability Employee Assistance Program Partnership with Regis College for reduced tuition rates Industry: Healthcare Employment Type: Full Time Job Functions: Healthcare Provider About Us: Good Shepherd Community Care is one of the most trusted health care organizations in Greater Boston focusing on hospice and palliative care. Founded as Hospice of the Good Shepherd in 1978, we are the original Massachusetts hospice. After decades of caring for our community, we continue to remain an independent, not-for-profit, non-sectarian organization. Good Shepherd believes in the importance of mutual respect and acceptance and values diversity in our patients, families and caregivers, employees, volunteers, community, and partner organizations. We are committed to these values and honor the dignity of each individual through the care, support and education we provide. Our team members benefit from a collaborative work environment in a welcoming office, easily accessible to I-95, with on-site parking in Newton. Contact: 6179696130, [gsccommunitycare.org](mailto:gsccommunitycare.org), [rfixler@gsccommunitycare.org](mailto:rfixler@gsccommunitycare.org), [cgomes@gsccommunitycare.org](mailto:cgomes@gsccommunitycare.org).

### **LICSW & LCSWs—Centurion Forensic Health Services.**

Centurion Forensic Health Services is looking for Licensed Independent Clinical Social Workers (LICSW) and Licensed Certified Social Workers (LCSW) to join our Massachusetts forensic court teams. We have Full- and Part-Time openings in Drug and Mental Health courts across the state, including Barnstable, Attleboro, Uxbridge, Worcester, Lawrence, Lynn, and the Boston area. If you are interested in the forensic side of social work and would like to discuss what opportunities are available, please reach out to Mindy Halpern at [mindy@TeamCenturion.com](mailto:mindy@TeamCenturion.com) or visit [CENTURIONJOBS.COM](http://CENTURIONJOBS.COM) to learn more.

## Office Space

**Andover.** 2 bright offices, available full or part time, in historic mill building with elevator and free parking, exposed brick, large windows, high ceilings, reasonable rates. Waiting room, kitchen, private bathroom, storage, conference/multi-purpose room shared with other mental health clinicians. Internet and cleaning included. Close to I-93, MA-28, MA-125, MBTA station. Contact Carmen at 978 237 4730 or [carmen@carmenpepicelli.com](mailto:carmen@carmenpepicelli.com).

**Andover.** Immediate availability for private psychotherapy office at Dundee Park—Beautifully furnished with shared waiting room on 2nd floor. Handicap accessible, elevator, includes wifi, free public parking, easy access from Rt 93 and steps from train. Full-time or part-time available. Call/text Diane 351-322-4335 or email [diane@laddcounseling.com](mailto:diane@laddcounseling.com).

**Belmont (Belmont Center).** Perfect Office for Behavioral Health Practice. Bright unfurnished 2nd floor in a cozy quiet building steps from the Center. Approximately 300 sq ft, 2 bathrooms and a waiting room. We are 5 Independent practices with shared expenses. \$875/month. 875-373-9718 / [drtheodewitt@gmail.com](mailto:drtheodewitt@gmail.com) / <https://photos.app.goo.gl/k7x-73WpYS1qNg8hP6>.

**Belmont/Cambridge line.** Full-time office available in renovated colonial building for mental health professionals. Shared waiting room, collegial work environment with Wi-Fi and parking included. Ample on-street parking as well as public transportation in front of the building Contact: Robert at 617-484-4393.

**Belmont Center.** Sunny spacious office with a waiting area in a 2 office suite in a well maintained professional building in Belmont Center for full or part time sublet. \$825 full time includes heat/AC. Referrals and help with starting a new practice available. Contact: Olga Popova at 617-658-4758 [olp@olgapopova-licsw.com](mailto:olp@olgapopova-licsw.com).

**Boston, Back Bay.** Prestigious psych/med building on Marlborough Street near Public Gardens, a former 19th century mansion retaining its period detailing. Beautiful front-facing office with large windows, fireplace, and high ceilings. \$1700/month including cleaning and internet. Also, several offices with hours to sublet. Shared waiting areas, friendly, collegial atmosphere, anti-Covid compliant. Contact Elizabeth at 617-267-0766 or [erm82@aol.com](mailto:erm82@aol.com).

**Brookline.** Brookline Victorian between Coolidge Corner and Brookline Village dedicated 35 years to healthcare professionals and clients available now for full or part therapists. Please contact Melvyn at [melvynsudalter@gmail.com](mailto:melvynsudalter@gmail.com) for details.

**Brookline.** Sunny, furnished, Coolidge Corner office available in professional building Wednesdays, Saturdays, and Sundays all day, Tuesdays and Thursdays until 3pm. \$11/hr in 4hr time blocks. Email Alex at [alex@dralexhd.com](mailto:alex@dralexhd.com).

**Brookline. OFFICES FOR RENT—PREMIER THERAPY SUITE 1180 BEACON STREET.** 1 Office, south facing 190 sq ft \$2100; 2nd office 175 sq ft \$1550 Central a/c Lg waiting room, kitchen all included. Parking lot \$400 per year. Additional sound proofing. Excellent location. Contact: [derekpolsky@gmail.com](mailto:derekpolsky@gmail.com); 339-227-0874.

**Brookline.** Great Coolidge Corner location! All therapist suite, clean and sunny, all days available except Tuesday and Wednesday. \$12 per hour in 4 hour blocks. Contact: [mcgee504@gmail.com](mailto:mcgee504@gmail.com) or 617-312-3904.

**Brookline.** Therapy Office space for rent. Light, airy corner office in secure, quiet building. On T line near Washington Square. Parking space; furnished/couch; waiting area. Affordable day rates. Contact: [virginiaselliott@gmail.com](mailto:virginiaselliott@gmail.com).

**Brookline (Coolidge Corner).** Private office available in townhouse in Coolidge Corner, Brookline. Join a small community of social workers, psychiatrists, psychologists with independent practices. All utilities plus Internet service for teletherapy included. Common waiting room. Close to public transportation. \$1,000 to \$1,350. Contact Michael at 617-543-8015, [mlberger200@gmail.com](mailto:mlberger200@gmail.com); [344HarvardStreet.com](http://344HarvardStreet.com).

**Cambridge.** Office space available for rent in a sunny, group psychotherapy suite across Mass Ave. from Porter Square T-stop. Choice of several different offices varying in size and configuration. Waiting area and access to internet, photocopier, fax, and kitchen included. Full-time office \$1,100/month; 15 hours/week \$550/month. Contact: Beth Cowett at [wmhc.collective@gmail.com](mailto:wmhc.collective@gmail.com).

**Cambridge.** Full-time Corner Window office available in small (12 offices), newly-updated, well-managed, beautiful psychotherapy office building conveniently located between Harvard Square and Central Square. Lease begins June 1, 2022 for a minimum of 2 years. Subletting allowed. Rent is \$1049 (24/7 access) with utilities (heat and AC) and cleaning included. Contact: David Last at 617 875 1382 or email at [DLast@Last2Dev.com](mailto:DLast@Last2Dev.com).

**Cambridge (Harvard Square).** Lovely full-time office in a two-office suite with ample waiting room available January 1. Located on Massachusetts Avenue a few blocks from the Harvard Square T-stop. Hardwood floors, two windows, AC, refrigerator, microwave, closet. Please call 617-650-9829 or email [amymatias.licsw@gmail.com](mailto:amymatias.licsw@gmail.com).

**Concord.** Full-time office in sunny, attractive therapist suite. Furnished or unfurnished. Waiting Room, Parking. Contact: 978-397-5447.

**Brookline.** Great Coolidge Corner location! All therapist suite, clean and sunny, all days available except Tuesday and Wednesday. \$12 per hour in 4 hour blocks. Contact: [mcgee504@gmail.com](mailto:mcgee504@gmail.com) or 617-312-3904.

**Framingham Centre.** Off Rt.9 at Edgell Road. ADDRESS ONLY with In-Person as Needed. Or, SUBLET part-time, time block, full days. Office Suite with independent therapists. In-Person, Remote, hybrid. Comfortable, furnished, large Wait Room, sunny, large windows, A/C, WIFI. Elevator, handicap accessible. Parking lot. Easy-going. Contact: Lillian Fox at 508-875-8101 or email [framingham123@aol.com](mailto:framingham123@aol.com).

## CEO Position Addiction Treatment Center

We are a non-profit agency seeking a dynamic individual to be our CEO. Our agency has a solid reputation for providing quality service to our clients. Qualifications: Advanced degree in social work, public health, or another health-care related field. Three years experience in the field of mental health, or health-related administration at least two at a supervisory level. Knowledge of the opioid health crisis and medicated assisted treatment (MAT). This position is responsible for a staff of 25 full and part-time staff. Located in Brighton on public transportation. We are an equal opportunity employer.

Visit us at: [WWW.ATCNE.net](http://WWW.ATCNE.net)  
Apply to: [Timb@atcne.net](mailto:Timb@atcne.net)

**Lexington.** Private offices at Custance Place, 76 Bedford St. Attractively furnished and decorated shared waiting room and kitchenette. Basement file storage. 24/7 access, ADA compliant, elevator and free abundant parking. Easy commute to/from Rte. 2, Rte. 128, Rte. 3. Prices start at \$400 for PT and range from \$775-\$1050 for FT, plus electric. Contact: Allen Elgart, [allen.elgart@verizon.net](mailto:allen.elgart@verizon.net), 781-254-2888.

**Brookline.** Great Coolidge Corner location! All therapist suite, clean and sunny, all days available except Tuesday and Wednesday. \$12 per hour in 4 hour blocks. Contact: [mcgee504@gmail.com](mailto:mcgee504@gmail.com) or 617-312-3904.

**Lexington.** Full-time private office with window in recently renovated/redecorated Condo suite at desirable Custance Place, 76 Bedford St., Lexington. Beautifully furnished shared waiting room. 24/7 access, handicap compliant, elevator, free abundant parking. Easy commute to/from Rte. 2, Rte. 128, Rte. 3. Priced at \$850. plus \$20 electric/ month. Contact: Noelle Cappella (617) 875-8717. [nmcapp22@gmail.com](mailto:nmcapp22@gmail.com).

**Lexington.** Private psychotherapy office, full time at Custance Place, 76 Bedford St. In a suite with 3 wonderful clinicians. Sublet til August with possibility of signing lease after that. 24/7 access, handicap accessible, elevator, storage in basement, close to Routes 95 and 128. High 500's. Contact: Brooks Stevens, LICSW, 978-340-3349, [Brooks.Stevens@comcast.net](mailto:Brooks.Stevens@comcast.net).

**Lexington.** Full-time or part-time furnished office in attractive and collegial suite in the Liberties building. Great parking, professional building. Second floor front suite. Contact Esther at [edechant@partners.org](mailto:edechant@partners.org) or 617-620-5745.

**Mashpee.** Beautiful Mashpee Commons therapy offices available April 1 or possibly sooner. Safe, bright spacious room that offers wifi, telephone, fax and printer availability. Free parking in a very popular safe location. Please contact Kevin at 508 612-8503 or [kevinpterrill@gmail.com](mailto:kevinpterrill@gmail.com).

**Melrose.** Entire office suite for rent on Main Street in Melrose, \$1600/month. 5 rooms—currently being used as 3 therapeutic offices, 1 file/storage room, and 1 smaller break room. Suite includes waiting room, kitchenette, two storage closets, reception desk, and a private bathroom. Contact: Laura at 781-797-0613 or [Counseling@LauraWayneLICSW.com](mailto:Counseling@LauraWayneLICSW.com).

**Natick.** Part-time and full-time office space available for mental health therapists and those in the wellness field. Learn more about the other providers at <https://holistichealingpractitioners.com>. Contact: Jayme at [jayme.nowland@gmail.com](mailto:jayme.nowland@gmail.com) for more info.

**Newton.** One Month Free Rent. 55 Chapel St. Newton. 150 sq. ft. Office in Suite - rent negotiable. Utilities Included. Beautifully Restored and Landscaped Mill Building. Conference Room, Kitchenette, Storage, Fitness Center and Parking Included. Please call 617-448-1527 for details.

**Quincy.** Space available in beautiful suite (Mon, Fri., Sat.). Professional bldg. Excellent location. Easy access to Rte 93 & 3. Short walk to T. Contact: 617-471-6322 or [bmordini@comcast.net](mailto:bmordini@comcast.net).

**Southborough.** Beautiful FT private psychotherapy office in large 3 room suite with spacious waiting area. Lovely downtown Southborough location. Well maintained building with ample free parking. Phone/text: 617-803-7505 Email: [draeliot@hotmail.com](mailto:draeliot@hotmail.com).

**South Hamilton.** Private offices, two all therapist suites with waiting room. Plentiful parking, walk to downtown, MBTA. Elevator, wifi, kitchen, purifier, conference room, 24/7 access. Willowdale Professional. Contact Peter at 978-697-9684 or [pgourdeau@gourdeau.com](mailto:pgourdeau@gourdeau.com). <https://willowdaleoffices.com/>.

**Wakefield.** Attractive office, furnished or unfurnished, full/part-time in 3 office suite in Wakefield center. Amenities: waiting room, air purifier, mail, elevator, parking, bus line. Contact: [nylamculloch@earthlink.net](mailto:nylamculloch@earthlink.net).

**Wellesley.** Beautiful and sunny office with large windows appropriate for adults and children. Large waiting room. Handicapped accessible. Flexible schedule. Contact: Melanie Milde at 617-291-1461 or [Melanie.milde@gmail.com](mailto:Melanie.milde@gmail.com).

**Wellesley.** New Immediate Availability- Cozy, well appointed office on 2nd flr. Includes wifi. Adjacent to public parking, easy access from Rt 128. Ideal for seeing indiv, couples, small families. Flexible availability. \$8/hr, 4 hour block minimum. Call/text 617-285-7673, [gsawin@fcaw.net](mailto:gsawin@fcaw.net)

## CE Programs & Trainings

**Integrating Yoga with Polyvagal Theory: An Adjunct Treatment for PTSD, Depression, and Anxiety.** Relax while you learn and earn CEs! A 23 CE, 8-week, live, online course Thursdays, 8–10 P.M. EST, plus one hour weekly practicum, beginning 2/10/22. Recording available. No prior yoga teaching experience required. With Joann Lutz, LICSW, C-IAYT, E-RYT. Based on Joann's book, "Trauma Healing in the Yoga Zone." Visit [www.yogainpsychotherapy.com](http://www.yogainpsychotherapy.com). Email [joannlutz22@gmail.com](mailto:joannlutz22@gmail.com).

**Parenting Journey Facilitator Training.** Through hands-on activities, active engagement, and self-reflection, participants will master the experiential Parenting Journey curriculum, as well as group management and facilitation techniques. This immersion model guarantees that trainees have a strong understanding of how their parent populations might experience the program, and are themselves changed by the reflection and community building that takes place. 25 CEUs available for LICSW, LCSW, LSW, & LSWA. This training is a hybrid of live-online sessions and online independent work. More: [www.parentingjourney.org](http://www.parentingjourney.org).

**The Cape Cod Institute - Now in its 42nd year!** A summer-long series of week-long online and in-person CE courses taught by leading contributors to knowledge and practice. Our courses are for health and mental health professionals, as well as OD and HR practitioners, educators at all levels, and any profession that applies behavioral science to practice. Our team looks forward to continuing the Institute's longstanding legacy and celebrating the collective work you have done to support your clients, organizations, and communities through these changing times. More: <https://www.cape.org>.

**Leadership Development Certificate.** For leaders who want to add new skills and tools for successfully implementing organizational change and propelling their careers forward. Five interactive online modules provide 30 hours of hands-on learning over eight weeks. Approved for 18 Social Work Continuing Education hours for re-licensure through NASW. Register by March 30. Begins April 19, 2022. [www.donahue.umass.edu/leadershipexcellence](http://www.donahue.umass.edu/leadershipexcellence).

**Online Series for New Managers.** Core skills that any manager should master to be effective in engaging, developing and retaining talent, and driving the performance of their team members. Two series of six webinars, 90 min/webinar. Register by March 31. Begins April 13, 2022. [www.donahue.umass.edu/nmws](http://www.donahue.umass.edu/nmws).

**The Children's Trust.** The Children's Trust offers a variety of professional development opportunities, including conferences, workshops, and webinars. Popular topics include strengths-based family support, working with dads, and child abuse prevention. NASW CEUs are available. Sign up for our monthly newsletter to access our low-cost training: <https://childrenstrustma.org/join-our-web-email-list>. The Children's Trust is on a mission to stop child abuse in Massachusetts. Learn more about our work at <https://www.childrenstrustma.org>.

**Planned Parenthood League of Massachusetts (PPLM).** PPLM offers professional education and training on a variety of topics including sexuality, sexual health, and communication and relationships! But did you know that we offer CEUs for social workers? Our trainings and workshops are specifically designed to help participants develop the skills and awareness needed to effectively communicate with young people about topics related to sexuality! For more information, please visit us at our website: <https://www.pplm.org/training> or email us at [training@pplm.org](mailto:training@pplm.org).

## Supervision, Groups & Services

**ACCURATE CASH FLOW SOLUTIONS, INC.** is a Medical Billing and Collections company based in Wrentham. Increase your yearly pay by a minimum of 20% without changing your patient load! ACFs provides billing and revenue management services and offers customized solutions specific to Mental Health billing. Reduce or eliminate phone system cost, computer hardware, software upgrade fees, supplies and forms, document storage and management costs! Mention this ad to receive free set up and \$250 off first invoice! **BE IN THE BLACK...NOT IN THE DARK!** Call Sharon Galvin at 508-369-2551 or email [Sharon@BestBillers.com](mailto:Sharon@BestBillers.com) for more information today. [www.accuratecashflowsolutions.com](http://www.accuratecashflowsolutions.com).

**Lesbian Psychotherapy Group.** Ongoing Lesbian Psychotherapy Group This longstanding group is for women of all ages, psychodynamic in nature, and focused on personal and interpersonal experience. The group has met in person and on Zoom when necessary during the pandemic. Ideally in person. Please contact me with any questions. Currently accepting new members. Contact Rachel Flanders, LICSW: [flanders.rachel23@gmail.com](mailto:flanders.rachel23@gmail.com).

**EMDR Online Case Consultation Group.** Monthly, weekday noon and evenings, 2 hrs each, focused on modifying the standard protocol for clients with complex trauma and dissociation. Open to anyone who completed EMDRIA-approved EMDR basic training. Counts towards EMDR certification, including individual consultation hours (case presentations are counted as individual consultation). Contact Carmen at 978 237 4730 or [carmen@carmenpepicelli.com](mailto:carmen@carmenpepicelli.com).

**MASSACHUSETTS CHAPTER**

11 Beacon Street, Suite 510  
Boston, MA 02108

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# Get Back to Your Roots.



NASW-MA's political capital and clout makes change happen. Join our chorus of voices advocating for the social work profession and equity and justice for all people like no other.



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