

N A S W NORTH CAROLINA CHAPTER

National Association of Social Workers

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North Carolina's Redistricting: A Social Work Issue

By Holly Edmondson, MSW Student
NASW-NC Intern

Redistricting, or the process of redrawing election district boundaries, is important for many reasons. Redistricting only happens once every ten years with the release of census data, so it is an infrequent opportunity to advocate for voting equity in our state. With significant population growth in North Carolina, it is important that new maps are drawn in a fair and equitable way to create even grounds for elections.

Legislators are redrawing district boundaries for North Carolina's congressional seats, North Carolina House of Representatives, and North Carolina's Senate seats. Additionally, due to population growth, [North Carolina has gained one new Congressional seat](#) so legislators will be drawing this new district as they work through redistricting.

Since who is elected into office directly impacts what bills will be written, introduced, and passed, issues such as health care, education, voting rights, environmental issues, abortion access, and racial discrimination are all impacted by redistricting. [North Carolina legislators have previously been taken to court](#) over the use of gerrymandering while drawing previous district maps. Gerrymandering is the manipulation of voting districts to gain political advantage by a party or group of people. It is a strategy used to

influence district composition and election results which can help one political party win more seats and hold a majority, thus influencing bills that can pass. Because of North Carolina's history of drawing districts illegally, it is important for social workers to lend their voice to the drawing of maps that are equitable and fair.

Public redistricting hearings in North Carolina finished up at the end of September and legislators have begun the map drawing process. To learn more about redistricting and its significance to social workers, see NASW-NC's previous posts which include informative resources: [North Carolina Begins Redistricting Process](#), [Redistricting is a Social Work Issue](#), [Resources and Ways to Engage with Redistricting](#), and [Redistricting Update](#).

North Carolina legislators held committee meetings to draw multiple versions of potential districts for the NC House, NC Senate, and Congress (including a brand-new 14th district!). Computer stations were set up with [live streaming](#) so the public could observe the map drawing process.

As of publication, the House has passed [HB 976](#) and the Senate has passed [SB 739](#) and [SB 740](#) along party lines. These bills will now be voted on in the other chamber. Redistricting maps cannot be vetoed by the Governor. Lawsuits have already been filed to challenge these maps. We will continue to keep NASW-NC members updated; please check out [our website](#) for new information. ●



NASW-NC Executive Director Valerie Arendt, Mandy Weih, and NASW-NC Board Member Eric Auth at the Rally for Abortion Justice on October 2, 2021 in Raleigh. For more on abortion rights, please see the article on Page 14.

IT'S AWARD SEASON!

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Self-Care and Time Management



Before I get started on my main topic this month, I wanted to give a shout out to Candace Payne-Butler. Candace is an incredibly vivacious spirit with a determination and zeal that is truly inspiring. She has helped NASW-NC raise thousands of dollars for scholarships for over a decade. Candace most recently took the lead in helping to create a new scholarship through NASW-NC's Equity and Inclusion Committee. With the help of committee members and the NASW-NC Board of Directors, the NASW North Carolina Chapter Equity and Inclusion Student Fund will launch in early 2022. [Donations are being accepted to help fund this award here.](#) Thank you Candace, for your dedication to the work.

Time is one of our most valuable commodities. James Taylor said, "The secret to life is enjoying the passage of time," but how well do we manage this? I've heard it said, "I don't work for money, I work for time." This statement has stuck with me and I have done my best to compartmentalize my time around work, education, family, self-care, and all the other things we try and fit into our days. No matter how many books, articles or conversations on time management I read, I never seem to have enough of it.

Every time I know I have to write one of these articles, I plan ahead, write lists, carve out time in my calendar and still - here I am last minute, with the pressure of a deadline. [In a meta analysis done in 2021 by Aeon, Faber and Panaccio](#), they found that job performance was only moderately influenced by time management; whereas time management has shown a 72% stronger influence on life satisfaction and well-being, compared to job performance.

[Another study from the Electronic Physician](#) found a significant correlation between poor time management and increased anxiety and a lack of motivation. I have noticed the more I stress about what needs to get done, the more energy I put into carving out more time, the more I wind up putting off.

Erich C. Dierdoff (2020) wrote a wonderful article, "Time Management is About More than Life Hacks," and he broke down some of the challenges I am experiencing. Dierdoff explains that there are three particular skills to help improve our cultivation of time management. The first of these, *Awareness*: "thinking realistically about your time by understanding it is a limited resource." This hit me like a ton of bricks. I think if most people saw my "to-do list" they too may have some stress. The fact is that I put way more on my list than is humanly possible, yet my expectation is that I can do it. It's like the idea that your eyes are bigger than your stomach, and after you eat all you can, you still have more left.

Deirdoff explains the second skill as *Arrangement*: "designing and organizing your goals, plans, schedules and tasks to effectively use time." Now, I always thought I was using this skill, but because my goals are so un-realistic (note, not adhering to skill one), it was impossible for me to arrange them in any order. Plus as new ideas popped into my head, I was adding to the list, and instead of putting them off for a new day, I was trying to be superhuman.

Which brings me to the last skill, *Adaptation*: "monitoring your use of time while performing activities, including adjusting to interruptions or changing priorities." Whoa, mind blown on this one. Often, I try to be everything to everybody at all times which hinders my ability to adapt, and therefore be effective. I'm reminded to think about what is realistic. Being adaptable is probably one of our best traits as social workers, we do it for our clients all the time, but what about us?

I do hope that you are finding the best use of your time, and more importantly, enjoying it, as it directly affects our well-being and life satisfactions. We know that our self-care must come first if we are to be fully present with our clients, family, friends and ourselves.

In Solidarity, Jason Scianno. Feel free to say hello at jasonscianno@mac.com. ●





Valerie Arendt, MSW, MPP

Executive Director

Social Workers are Essential to the Mental Health of North Carolinians

This column is in response to “[The Triangle’s mental health care system shows the strain of 18 months of pandemic](#),” by Jane Callahan, published in the Raleigh News & Observer in September 2021.

The number of individuals seeking mental health or behavioral health services has increased during the pandemic. Even before the COVID-19 pandemic, North Carolinians seeking behavioral health services was on the rise. From the decrease in stigma of seeking these services to the many natural disasters North Carolina has endured, people are increasingly seeking help.

This article focuses on two professions: psychologists and psychiatrists in hospital systems. There is indeed a shortage of these professions nationwide but what the article fails to acknowledge is the largest provider of behavioral health services in North Carolina, Licensed Clinical Social Workers (LCSWs). With over 13,000 Licensed Clinical Social Workers and Associates in North Carolina, this profession is truly on the front lines of providing behavioral health care to thousands of North Carolinians.

The scope of practice of Licensed Clinical Social Workers includes providing psychosocial treatment for individuals, families and groups and they can diagnose mental disorders. Clinical social workers perform services in a variety of settings including private practice, hospitals, community mental health, primary care, and agencies.

Federal law and the National Institutes of Health recognize social work as one of five core mental health professions. According to [US Occupational Employment Statistics \(OES\)](#), clinical social workers are the most abundant of the mental health professions. There are more clinically trained social workers than psychiatrists, psychologists, and psychiatric nurses combined.

Reimbursement Shortage, Not a Workforce Shortage

With the normalization of behavioral health services and the expansion of teletherapy, the need for and access to these services has never been greater. When we consider our state’s issues with access to behavioral health services, there are a few solutions to attract and retain providers. First, we need to raise reimbursement rates for providers. Not raising Medicaid rates combined with the current proposal to reduce Medicare reimbursement rates by the [Center for Medicaid and Medicare Services](#) works directly against increasing access to care in the midst of multiple pandemics. Medicare sets industry benchmarks so reduced reimbursement rates for telehealth and eliminating audio-only services will likely impact other payors. We need to maintain current telehealth services and move forward with technology-based care when people need it.

Clinical social workers are already reimbursed at only 75% of the psychologist Medicare rate, despite billing the same codes and providing equivalent services, and despite our extensive education and training. The rate has not changed since 1989 when clinical social workers were first able to bill Medicare. The pandemic has laid bare the essential need for more access to the crucially important services our workforce provides.

Behavioral health providers cannot afford to accept health insurance with the current reimbursement rates and are leaving networks to only accept private pay. Those with extensive trauma histories cannot find a therapist because providers cannot afford to practice with insufficient earnings.

The need for behavioral health services has never been greater and clinical social workers are indeed filling that need across North Carolina the best they can, but the most vulnerable are slipping through the cracks.

State leaders must come together with behavioral health organizations and providers to create policies and infrastructure for a truly comprehensive and integrated mental health system. The mental health of North Carolinians has taken a back seat for far too long. ●

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NASW Mission

Founded in 1955, the National Association of Social Workers (NASW) is the largest membership organization of professional social workers in the world, with more than 120,000 members. NASW works to enhance the professional growth and development of its members, to create and maintain standards for the profession, and to advance sound social policies. NASW also contributes to the well-being of individuals, families, and communities through its work and advocacy.



NASW-NC Member Spotlight: Ashley Witherspoon, MSW, LCSW

By Ashley Witherspoon, MSW, LCSW

My first thought of joining the social work profession took place during my junior year at North Carolina Agricultural & Technical State University. I tapped into my newfound passion while working with children and teens as a criminal justice intern. I recall watching young people enter the facility, often physically bruised, feeling abandoned, and having no sense of self love or worth. Our orientation process at the time did not encourage us to be therapeutic, yet I found myself digging deeper. I began spending more and more time on the unit, listening to their stories, and providing resources to help them thrive once they returned home. It was there I found my true calling and my mentor encouraged me to pursue a social work career.

As I continued my professional journey, I was given the opportunity to work in various settings from inpatient psychiatric treatment centers, outpatient clinics, and medical facilities. Along the way, I was able to watch real life advocacy and receive mentorship by some of the most seasoned social workers in the field. Like many of my colleagues, I became restless due to the lack of flexibility and resources available to create a greater impact for my patients. Many of those challenges were systematic in nature and during the pandemic I became even more determined to pursue my dreams... Hand Made Dreams!

[Hand Made Dreams](#) is a mental health platform that offers publications providing therapeutic strategies, continuing education for licensed clinicians, and therapy services. The vision has expanded to include the Art Wellness Exchange, an introspective experience, leveraging art through storytelling



to build mental health awareness and strengthen community connections. Based on the perspective that individuals conceptualize the world through social interaction, this approach is applied utilizing the arts as a sounding board to generate narratives, promoting mental health wellness and driving connection through shared experience.

Hand Made Dreams recently partnered with the NCMuseum of Art to facilitate intimate mini groups utilizing the Art Wellness Exchange model. Here the focus has been geared toward parents, guardians, and caregivers - allowing them to reflect, share, and learn in a beautiful space that naturally encourages

exploration of thought. The Art Wellness Exchange is fluid and can be adjusted to meet the needs of specific groups and businesses to enhance team building.

My experience as a social worker continues to evolve. Throughout the pandemic, the need to provide compassionate care and support has been greater than ever. I have challenged myself to explore creative spaces and build relationships to meet people where they are by utilizing common spaces to create wellness. I look forward to the future as Hand Made Dreams and the Vision Collective Group continues to expand and provide additional opportunities to make connections.●

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Welcome New Members!

NASW-NC would like to welcome the following new members who joined during the months of August, September, and October! Thank you for choosing to support your profession and advocate for social work values by joining NASW.

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Hattie Bordeaux
Toni Davis
Shawn Ham
LaMiya Harrison
Logan Hough
Brittney Lewis
Joshua Phillips

Central District (B)

Sharifa Ahrendsen
Douglas Andrew
Maranatha Darlene
Anglade McClain
Jazanae Billings
Makailah Black
Echo Blum
Shivani Borah
Asia Bray
Anne Bruce
Julia Charles
Tess Cialdini
Mary Cochran
Keisha Collins
Karen Current
Suzanne Derby-Wright
Darciea Douglas
Samuel Everette
Christina Franke
Brittany Frost
Gina Gaskins Overton
Candace Harris
Whitley Harris
Danielle Henderson
Asia-Alexia Hight
Rachel Hirshman
Montana Hocutt
Cailin Holt
David Ingram
Grace Jackson
Kathryn Jones
Julia Jurkin
Diana Kamau
Talia Kintzele
Hannah Korycinski
Amy Lakin
Barbara Laughlin
Sara Levine
Schylar Lewis
Alex Lombardi
Melissa Marquez
Andrew McCullagh

Brian Mihans
Grace Mull
Elissa Murphy
Karim Nassar
Elizabeth Nelson
Patricia Noel
Kathleen Olson
Yaquelin Perez-Albanil
Kimberly Pitt
Faith Price
Tyler Raymond
Danielle Reid
Shelvy Richardson
Abigail Riddick
Hailey Rizza
Maria Carolina Robbins
Melea Rose-Waters
Lydia Stellwag
Phillip Stillman
Megan Stillwagon
Sarah Stirdivant
Alecia Taylor
Portia Taylor
Dione Thorpe
Kristin Urbinati
Ollie Walker
Yazmin Washington
Allison Waters
Maggie Watts
Tracie Webb
Amanda White
Sierra White
Isela Wilkerson
LeAnn Williams
Briana Yarber

Piedmont District (C)

Kimberly Alman
Lauren Busic
Destinee Campbell
David Carraher
Brittany Charles
Victoria Choplin
Jessaime Cromartie
Rachel Dzik
Clayton Foster
Buffi-Lynn Gaskin-Fischer
Daphne Henry
Kristy Huynh
Jasmine Johnson
Cherokee McAdoo

Gordon Miller
Andrew Mota
Holly Murphy
Scott Pastorick
Angelica Robles-Joiner
Ralph Rodland
Jamie Tilley
Kenisha Trought
Nancy Uwera
Sheila Washington
Peggie Wells
Chigor Wike
Makayla Williams
Regina Youmans

South Piedmont District (D)

Ann Abernethy
Emily Allen
Elizabeth Batson
Brook Christopher
Emily Colon
Dawn Copeland
Tatum Covington-Jones
Kathryn Freeman
Eliza Harris
Tracey Kemp
Ben Keyser
Brandon Lacey
Rachel Ladnier
Treasure Lammonds
Andrea Martinez
Constance McKinley
Cherokee Oliver
Colleen Pemberton
Clarissa Pena-Corthell
Karen Ramsey
Hanna Sprague
Tameka Sutton
Ras-Solomon Tafari
Laura Taylor
Daniel Taylor
Jeanette Taylor
Lina Walker
Dana Woods
Reggie Young

Western District (E)

Miranda Boone
Marilyn Borom
Brandi Byers

Beulah Coley
Katherine Cosimano
Mariel Epstein Olsen
Grace Frazier
Andrea Gelsthorpe
Amanda Grubb
Karla Harscheid
Deana Haynes
Sarah Himmelheber
Elizabeth Kurtz
Joy Laws
Katherine Magee
Hannah Margolis
Sarah McGahran
Margaret Nichols
Andrea Nino-Martinez
Ramonique Puryear
Maria Ramon
Grayson Randolph
Kinsey Rash
Kaitlyn Reda
Emily Scheider
Adriana Soriano
Sarah Wallis
Jonathan West
Tera Willis
Tiffany Wright

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Janya Boatwright
Andrea Bosques
Amara Brewer
Mollie Brown
Krislyn Bullard
Mikayla Carroll
John Chapman
Tori Cook
Emilee Cotten
Brandon Couch
Caitlyn Daniel
Sonia Dewitt
Bridget Dunlap-Williams
Sydney Eder
Stephanie Edwards
Alicia Flynn
Tedward Frazier
Lauren Gish
Shareka Graham-Ayers

Cheryl Grant
Isabel Hardy
Diamond Haywood
Gabrielle Holmes
Theresa Hondros
Olivia Hunter
Keithan James
Jaci Jeter
Chantee Johnson
Brittany Jolly
Monicka Jones
Marzella Jones
Ranada Jones-Barsh
Tiffany Kears
Kelly Kohaut
Audrey Kokidko
Mackenzie Laine
Bailey Lane
Alicia Lassiter
Carolina Macias
Kayla Mahurin
Jennah Mangum
Aria McClellan
Kathryn McLean
Sydney Murchison
Meghan Nowak
Charlene Oxendine
Hollie Oxendine
Ashadet Pantaleon
Rodriguez
Lindsay Parker
Nancy Powell
Kimberly Rey
Rufino Rodriguez
Kara Smith
Jacey Taylor
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Sydney Vaden
Bria White
Lori Wilson
Michaela York

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Jabriel Brown
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National Association of Social Workers
NORTH CAROLINA CHAPTER

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Ravita T. Omabu Okafor,
MSW, LCSW

NASW-NC Ethics Committee Chair

Boundary Violations Still Occur: Pay Attention!

Late night texts, excessive physical contact, extended visits, and after-hours' visits necessitate attention. Hiring a client (for office work, home-based chores, pet-sitting, etc.), taking a client on vacation, sharing provocative pictures, using suggestive/vulgar language, disclosing confidential information about other clients, divulging information to clients about coworkers and/or agency practices, offering alcohol to a client, sharing a social worker's prescription pills with a client, and inviting a client to visit a social workers' home for a social visit with family should sound alarms. If you doubt whether social workers engage in these behaviors, documented disciplinary action across the country states otherwise.

Your NASW-NC Chapter Ethics Committee recognizes the investment social workers make to secure credentials needed for professional practice. Accordingly, we work to keep social workers mindful of daily decisions that either promote or undermine ethical practice. Social work, done well, requires time, energy, focus, compassion, and discipline. To be most fit for duty, we must attend to self-care. The NASW 2021 Revised Code of Ethics states:

Professional self-care is paramount for competent and ethical social work practice. Professional demands, challenging workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity. Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers' self-care.

Let us maintain professional relationships through which we can offer each other needed support, consultation, and helpful questions about any perceived changes in practice behavior. Students and newer practitioners are more likely to staff their cases and report their activity. More seasoned practitioners may need to make more effort to notice subtle changes in their responses to people or situations, consider the reasons why, and make responsible decisions. PBI Education (2021) notes:

Age brings wisdom, experience, and trouble.

The most commonly expressed concern about older practitioners is how the aging process can affect their care of patients. But it's not just mental acuity and physical stamina that raise senior clinicians' violation potential. It's also their ethical complacency. After decades of practice, many practitioners believe their spotless record is a testament to their innate goodness. Convinced that their own moral rectitude has stood the test of time, they relax their vigilance. Others, they think, may need to pay attention to the rules and regulations; they themselves are beyond that — or so they imagine.

It's this sense of invulnerability that trips up experienced practitioners. They start taking a more relaxed approach with patients, joking good-naturedly, perhaps, or playfully flirting. They may also grow intolerant of anyone, including well-meaning staff and senior administrators, who offers constructive criticism or suggestions.

Since the coronavirus pandemic, social workers (along with the general public) have suffered from the death of loved ones, broken relationships, wayward children, financial distress, health problems, violence (against themselves or others close to them), and other disturbing events. Given social distancing, mask wearing, remote working,

and related adjustments, social workers likely need to be creative with maintaining a satisfying quality of life. Please pay attention if you or someone you know seems to move toward violating the following NASW Code of Ethics (2021) standards:

- 1.06 Conflicts of Interest
- 1.09 Sexual Relationships
- 1.10 Physical Contact
- 1.12 Derogatory Language

Please visit and bookmark <https://www.socialworkers.org/About/Ethics/Code-of-Ethics> to review descriptions of these standards which have implications for social workers in direct service, supervisory, and administrative roles. If social workers become concerned about possible unethical conduct of colleagues, the NASW Code of Ethics (2021) states:

2.10 Unethical Conduct of Colleagues

- a. Social workers should take adequate measures to discourage, prevent, expose, and correct the unethical conduct of colleagues, including unethical conduct using technology.
- b. Social workers should be knowledgeable about established policies and procedures for handling concerns about colleagues' unethical behavior. Social workers should be familiar with national, state, and local procedures for handling ethics complaints. These include policies and procedures created by NASW, licensing and regulatory bodies, employers, agencies, and other professional organizations.
- c. Social workers who believe that a colleague has acted unethically should seek resolution by discussing their concerns with the colleague when feasible and when such discussion is likely to be productive.
- d. When necessary, social workers who believe that a colleague has acted unethically should take action through appropriate formal channels (such as contacting a state licensing board or regulatory body, the NASW National Ethics Committee, or other professional ethics committees).
- e. Social workers should defend and assist colleagues who are unjustly charged with unethical conduct.

If you are an NASW-NC member, you are not alone in processing ethical dilemmas. To access NASW-NC's Chapter Ethics Committee's consultation service, please email naswncethics@gmail.com or call 919-828-9650. Please note that this service is free and available only to NASW-NC members with questions about cases in which they have direct involvement. ●

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Hope Venetta

Director of Professional Development

5 Networking Ideas to Try During the Pandemic

There is no doubt about it, people are craving for connection. The pandemic has highlighted a key human need to connect with others. While NASW-NC is not quite ready to host an in-person conference, here are 5 ways to up your networking game, even in a pandemic.

Who says connection always has to happen face-to-face? Perhaps it is time to build up your digital presence, be it Instagram, LinkedIn, etc. Start reaching out!

1. Ensure that you are putting your best foot forward in terms of your presentation online. Is it time to refresh your professional headshot? Is it time to take one for the first time? Once you get your headshot made, where should you post it in addition to your LinkedIn account? Perhaps on your company's email account? In your email signature?
2. FaceTime, Google Meet, and Zoom meetings are the new networking norm. They are definitely here to stay. Have a virtual lunch or coffee date to catch up with old colleagues

or develop relationships with new people. Or check out any of NASW-NC's [virtual Local Program Unit meetings](#) to meet other social work professionals!

3. Let's not forget the old school methods. Networking during a pandemic is the perfect time to reach out to people in old ways! Send a handwritten note, take the time to send a thoughtful article that relates to your contacts' interests, or pick up the telephone to call someone to check in.
4. Ultimately, networking isn't about how many people you know. It's about how many people you can help. Use this time to build relationships based on care and empathy. One way to do this is to strive to help one person each week, whether it's via a Zoom call, a reference, or just checking up via text message.

For more information on how NASW-NC can help you network even during a pandemic, [click here!](#)

Questions? Email education.naswnc@socialworkers.org! ●



2021 CLINICAL INSTITUTE CALL FOR PRESENTATIONS!

[BIT.LY/NASWNCCALL](https://bit.ly/naswnccall) | DUE JANUARY 31, 2022

*"I am astounded by where I am today
versus where I was when I started."*

– Triangle Springs Patient

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Kay Castillo, BSW

Director of Advocacy, Policy & Legislation
Registered Lobbyist

The North Carolina General Assembly's (Very) Long Legislative Session

It is hard to believe that it is mid-October and the North Carolina General Assembly is still in its long legislative session. Historically, legislators have aimed to adjourn over the summer. However, there have only been a few week-long breaks throughout the year since session started in January. During that time, several major bills have passed that impact the social work profession. NASW-NC has been meeting virtually with legislators, advocates, and others throughout the legislative session to advance the [NASW-NC Legislative Agenda](#) and priorities for social workers.

Bill Highlights

BILL PASSED INTO LAW: [SB 35](#) Max 4-Yr. Age Diff to Marry Under 18 Yrs. This historic legislation amends the age at which youth may marry. North Carolina was one of two states that allowed youth as young as 14 to marry. NASW-NC worked in coalition to get this age raised. While we originally advocated to prohibit marriage to anyone under the age of 18, we were able to negotiate with lawmakers so the marriage age could be changed. The new law prohibits anyone under 16 years of age to marry. Additionally, the law provides a maximum four-year age difference for persons over 16 and under 18 to marry and would require them to file a certified copy of an order issued by a district court judge allowing the marriage. This was an NASW-NC legislative priority. The bill was signed into law on August 26, 2021.

BILL PASSED INTO LAW: [HB 608](#) Dignity for Women Who are Incarcerated. This law will provide reasonable accommodations for pregnant inmates such as prohibiting shackling while in labor. It also requires necessary postpartum care and access to hygiene products. The bill was signed into law on September 10, 2021.

BILL PASSED INTO LAW: [SB 300](#) Criminal Justice Reform. This law does a number of things in response to violence by police officers including the requirement for officers to intervene when they see another officer using excessive force. It requires psychological screening and training on mental health for new officers, requires mandatory training on mental health, community policing, minority sensitivity, and duty to intervene, and much more. The Governor signed this bill into law on September 2, 2021.

VETOED: [HB 453](#) Human Life Nondiscrimination Act/No Eugenics. This bill would prohibit doctors from performing an abortion if the pregnant person is seeking an abortion due to a fetus' presumed race or a prenatal diagnosis of Down Syndrome. NASW-NC opposed to this legislation as it stigmatizes abortion care and creates unnecessary hurdles to obtain healthcare. The Governor vetoed this legislation on June 25, 2021. There is still the potential that the veto can be overturned by the legislature.

VETOED: [HB 324](#) Ensuring Dignity & Nondiscrimination/ Schools. This bill would ban teachers' ability to discuss important social issues such as systemic racism, homophobia or sexism in schools. This bill is intended to prohibit schools and teachers from teaching historical and current realities of racism and other forms of oppression in the United States. The Governor vetoed this legislation on September 10, 2021. [NASW-NC is opposed to this legislation.](#)

Budget Update

As of publication, North Carolina legislative leaders are working to negotiate a state budget with Governor Roy Cooper. To recap where our state is on a budget, House and Senate members have already passed their own budget proposals in their respective chambers through [SB 105](#) 2021 Appropriations Act. These proposals varied in what to spend money on, so legislative leaders appointed a [Conference Committee](#) to work out the differences in August. Legislative leaders agreed, in mid-September, on a budget and took that to Governor Cooper. The work of the Conference Committee is done behind closed doors, so the public does not have further details on what they agreed to and what was taken to Governor Cooper.

See [NASW-NC's Senate Budget details write up](#) and [NASW-NC's House Budget details write up](#) for specific details that were included in each proposal originally passed by each chamber.

The [NASW-NC Legislative Committee](#) has been making calls and emails to legislators appointed to the Conference Committee with priorities that are important to social workers which includes restoring master's pay for school social workers, Medicaid Expansion, and more. We will continue to keep members updated on any final budget news as it's made available. ●

For the latest information on what is happening at the legislature, [sign up for NASW-NC advocacy alerts!](#)



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NASW-NC Equity and Inclusion Committee: Shared Leadership

The [NASW-NC Equity and Inclusion Committee](#) just elected the first co-chairs, Tracy Springer and Shannon Krenek. The Committee was officially formed in the fall of 2020 and has undergone an amazing transformation from fledgling workgroup to an active committee.

The purpose of the NASW-NC Equity and Inclusion Committee is to promote, value, and honor equity and inclusion within NASW-NC through education, policy development, and collaboration with other programs and committees. The Committee shall address issues affecting marginalized persons with whom the social work profession works including those institutions and agencies that serve them.

Tracy Springer, MSW is a Social Research Manager and Planner with the Adult Corrections and Juvenile Justice division of the Department of Public Safety. Her work uses data to explore the reduction of recidivism rates among probationers.



Tracy Springer



Shannon Krenek

Tracy's personal research and expertise focuses on the school-to-prison pipeline and the policies that hold it in place. Tracy began her research during her undergraduate career at North Carolina Agricultural and Technical State University where she earned a Bachelor of Social Work (BSW). She continued her research during her graduate studies at the University of North Carolina at Chapel Hill where she earned a Master of Social Work (MSW) with a concentration in Community, Management, Policy, and Practice (CMPP).

Tracy initially joined the Equity and Inclusion Committee during a time when racial tensions were high in the U.S. She brought with her a wealth of knowledge stemming from her extensive research and her first-hand experiences. As such, she believed that she had much to contribute to the development of the committee, which was still in its infancy stage. She saw the committee as a way to not only engage

in the overdue conversations resulting from the country's unrest, but to actively engage in solution-based action.

She envisions that the committee will serve as a conduit to promote racial, social, and policy change in areas not yet explored within the NASW. She would also like to see that change influence the entire North Carolina community.

Shannon Krenek, MSW, LCSW is a proud advocate for children, families, and the social work profession and is celebrating her one year anniversary in private practice in Asheville, NC. She has previously served her community in the areas of foster care, wilderness therapy, integrated health care, and school-based community mental health care and is dedicated to identifying and eliminating barriers to quality support for lower income and rural families.

A member of NASW since 2013, she is humbled and honored to begin her service to our professional organization by joining, and then being nominated to co-chair, the recently formed Equity and Inclusion Committee, where she also serves on the Education Subcommittee.

"In part, I sought to join this work as I have become increasingly unwilling to remain complicit within abusive and oppressive systems, and I realize that the only way to move forward from here is together.

"Engaging with works by and conversations with Black, Indigenous, Latinx, Sikh, Jewish, neurodivergent, 2SLGBTQ+, elder, and other thought leaders, we can see another equitable world is possible and desirable.

"We have an incredible group of thoughtful, caring, dedicated, intelligent, and creative people coming together in the Equity and Inclusion Committee who are helping to shape the field to better live up to and meet the principles set by our Code of Ethics; namely, to 'address social problems, challenge social injustice, and pursue social change.' It is my hope to support and propel truth-telling within our profession so we can identify our complicity and engage in the act of loving reconciliation and the development of true equity - for our professionals and communities."

Be on the lookout for additional education opportunities and discussions hosted by the NASW-NC Equity and Inclusion Committee. ●

NASW-NC EQUITY AND INCLUSION STUDENT AWARD

This NEW award provides an annual monetary award and NASW membership to BSW and MSW students!

[More info at naswnc.org/EquityAward](https://naswnc.org/EquityAward)

DONATIONS NEEDED! APPLICATIONS NOW BEING ACCEPTED

The [NASW-NC Equity and Inclusion Committee](#) and the [NASW-NC Board of Directors](#) is excited to announce the launch of a new chapter award for students!

The **NASW-NC Equity and Inclusion Award** provides an annual monetary award and NASW membership to Bachelor of Social Work (BSW) and Master of Social Work (MSW) students enrolled in a Council of Social Work Education (CSWE) accredited social work program in North Carolina. This is an award that supports the inclusion of a diverse chapter membership and is open to current members of NASW North Carolina, as well as individuals who are not yet members.

Applicants must be attending or admitted as a full-time student in a Bachelor of Social Work or Master of Social Work program from a CSWE accredited program in the state of North Carolina. Each applicant must demonstrate high academic performance, involvement in student organizations or social work-related activities, have demonstrated service to the community and a financial need. Preference will be given to students of color.

[Learn more about the Equity and Inclusion award by clicking here!](#) ●



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Beware: Scam Targeting Social Workers Who Have a Presence on Marketing Sites

By Valerie Arendt, MSW, MPP
NASW-NC Executive Director

In an era when it is easy to access licensure and telephone information, NASW-NC wants you to be aware of a number of scams targeting social workers and other behavioral health professions.

Social workers across the country have fallen prey to very convincing and seemingly legitimate scammers. The scam involves someone calling you, representing themselves as law enforcement, saying you missed a court date or your license has been stolen, and you'll be arrested if you don't pay. Any person can be susceptible to one of these scams. Victims aren't necessarily gullible, ignorant, or uneducated; often it is the exact opposite.

Warrant Scam

Social workers have reported getting phone calls from an individual who identifies themselves as a sergeant or other high-ranking person in the local police department or sheriff's office. In some cases, the scammer has even taken the time to look up and use a real officer's identity. One social worker says she Googled the name of the officer while she was on the phone with him and when she found him, it seemed legitimate.

They tell you they have an active warrant for your arrest, usually for a failure to appear in court in response to a summons, subpoena, or jury duty. However, you would have received no such document. They tell you that prosecutors are preparing criminal charges against you, and that if those charges go forward, you'll be arrested and jailed.

Once they determine you're sufficiently scared of that possibility, they offer you an alternative: You can buy your way out of the impending arrest. Typically, this involves driving to a store to purchase gift cards, and then providing the caller with the activated card numbers. In most cases, the caller has demanded that the victim remain on the phone with them through the entire purchase process.

Stolen License Scam

The North Carolina Attorney General's office has received reports about scam phone calls and letters going to health care professionals with various licenses. Scammers contact people with licenses and may claim that their license has been stolen and used in criminal activities that are being investigated by the FBI or other law enforcement agencies. Scammers will claim that the license will be suspended unless the person can pay a bond to have their license reinstated. Sometimes, these calls may be accompanied

by letters on what appears to be legitimate letterhead and signed by phony licensing board representatives.

How Do I Know It's a Scam?

It's unusual for many health care professionals to have any contact with law enforcement, and the scammer takes advantage of this lack of familiarity with real criminal processes. You can't be arrested over failure to appear for a court date you were never notified about. No legitimate police or court officer can have you buy your way out of a warrant simply by staying on the phone with them.

- The victims are women, many of whom list their work cell phone numbers on a website seeking therapists like Psychology Today.
- Perpetrator is a man with a confident tone of authority and tells the victim they are in legal trouble but he can help them avoid jail time if they pay a fine or bail. He coaches them to buy gift cards or go withdraw money from an ATM.
- You are not allowed to get off the phone or you will be arrested.
- They are using information on Psychology Today and other online sources as a way of targeting social workers, particularly those who list that they work with minors.

What Should I Do?

- If you receive such a call (usually it will be from a local number), demand specific information—the caller's identity and badge number, a case file, and specifically who the case is regarding—and then hang up and call your local police to let them know that this scam is happening in your area.
- Don't trust a call or letter from someone you don't know. License information can often be easily found online, and scammers will use it to make it seem like they are legitimate authorities.
- Never give out personal or financial information unless you've verified you are speaking to the right person.

If you think you or someone you know has been the victim of one of these fraudulent calls or letters, hang up and don't respond. You should report the incident to your local police and the licensing board (if it involves them) so they are aware of the fraudulent activity and report it to the North Carolina Attorney General's Consumer Protection Division at 1-877-5-NO-SCAM. ●

Dr. Maeda Galinsky Posthumously Named NASW Social Work Pioneer



Maeda J. Galinsky, PhD, MSW, was a distinguished and passionate scholar, researcher, teacher and mentor who inspired generations of social workers. In a career that spanned more than 50 years, Galinsky was a prolific researcher and collaborator known as a pioneer scholar for her work on groups and intervention research. Galinsky co-authored a paper that remains among the top three ever-cited publications in the journal *Social Work Research*. Galinsky's influence on the field, especially on social work theory and practice with groups and intervention research, continues to be felt today.

Galinsky was instrumental in the development of the Doctoral program at the University of North Carolina at Chapel Hill School of Social Work (UNC-CH SSW). From her early days Galinsky had been fascinated with what social workers do. She believed that designing and developing interventions was foundational to social work. Galinsky stressed the importance of systematically developing social work practice and argued that research methods in social work should serve the central purpose of testing existing and developing new interventions and inspired UNC-CH SSW to develop the first PhD program with a focus on intervention research. (Excerpted From [Social Work Pioneer Application](#)) ●



Changes Coming for Child Protective Services Laws for DSS and School Social Workers

By Kay Paksoy Castillo, BSW,
NASW-NC Director of Advocacy, Policy,
and Legislation; Registered Lobbyist

This year, legislators worked to make changes to North Carolina's child welfare delivery system. Several bills were introduced and combined into **SB 693 Expedite Child Safety and Permanency**. The combined bills include **HB 205 Abuse & Neglect Resources in Public Schools** and **SB 518 Protecting and Supporting NC's Children**, sponsored by social worker and state Senator Sydney Batch). The final language for SB 693 was worked on heavily through legislative committees and eventually passed by the House and Senate. This article addresses several of the changes provided by the new law.

SB 693 was signed into law on September 1, 2021. The law defines a relative in state statute as anyone directly related to a juvenile by blood, marriage, or adoption. It will require Departments of Social Services (DSS) to identify and notify adult relatives of a juvenile who have legal custody of the juvenile's sibling within thirty days of the juvenile's nonsecure custody status. It also allows a court to consider placement of a juvenile with a former foster parent, other persons with legal custody of a sibling of the juvenile, or nonrelative kin. It also prohibits a positive drug test from being, on its own, an insufficient reason to deny parental visitation. The law clarifies that review or permanency planning hearings must take place within 90 days of the initial disposition hearing, and every six months thereafter and allow any person with whom the juvenile is placed the opportunity to address the court regarding the juvenile's well-being.

A very controversial section of the bill allows an individual member of the legislature or a joint legislative oversight committee at the legislature to request access to confidential

information and records maintained by DSS only while working on child protective services matters. DSS can provide the minimum information necessary to satisfy the request. Legislators said this was necessary because of a [case in Buncombe County in March of 2020](#). Information on who requests the information and how this information can be handled is defined in law. Legislators cannot copy or take pictures of this information.

Under this new law, the North Carolina Department of Health and Human Services is directed to conduct a feasibility study to create and implement a statewide abuse and neglect reporting hotline. This is to address the differences from county to county with how abuse and neglect reports are handled. This study will be due to legislators on September 1, 2022.

Lastly, the law requires public schools to post information in grades 6-12 in high traffic areas of schools about child abuse and neglect and age-appropriate sexual abuse. This information will include a phone number for students to report abuse as well as warning signs of abuse, a statement that information will be held in confidence, and available resources. Additionally, students will be provided a document at the beginning of each school year with this information. According to the North Carolina Department of Public Instruction, guidance and resources to comply are in the works including local numbers to call while a statewide hotline is being developed. School social workers are paying close attention to help students in need with resources and are available to assist students who may wish to report abuse.

For more information on the details of the legislation, [Carolina Public Press](#) has a great article on the passage of the bill. You may also [view a bill summary](#) provided by UNC School of Government. ●



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Abortion Clinic Escorting: A Social Work Perspective

By Maggie Watts, MSW Student
NASW-NC Legislative Committee Member

My favorite part about being an abortion clinic escort is getting to interact with patients. When patients arrive at the clinic, the first things they see are hateful signs from anti-abortion harassers. As clinic escorts, it's our responsibility to wave patients past harassers and get them into the clinic safely. When I speak with patients, I often notice the simultaneous look of distress and relief in their eyes. Countless patients have approached me for help locating the entrance and as we walk together, they thank me for being there, saying "I don't know how you stand there and not get upset with protestors, they make me so angry." I validate how difficult it must be for them, reassuring them it's worth it for me to make patients' experiences as stress-free as possible. When I am asked what it's like to be a clinic escort, I focus on these moments rather than those where harassers are antagonizing us. Interactions with abortion patients are what remind me why I volunteer my time to be a clinic escort: Everyone seeking an abortion deserves to feel safe and valued, regardless of changing legislation and increasingly hostile anti-abortion harassers.



was three days earlier Senate Bill 8 went into effect in Texas. When I arrived at the clinic that morning, other clinic escorts seemed concerned, anticipating that anti-abortionists would escalate more than usual. Despite this, that Saturday ended up being fairly ordinary — patients experienced the usual amount of anti-abortion harassment as the weeks before SB 8 went into effect. The reality is accessing abortion has already been arduous in the South. While our day was fairly normal, I left thinking of how those in Texas must be feeling after the new restrictions became law, making the already difficult process of accessing abortion even more taxing, and for many, impossible.

As social workers, our Code of Ethics lays out that it is our responsibility to fight against oppression, take political action, and promote human rights, social justice, and self-determination for all individuals, centering those most marginalized. The pro-choice movement is an important area for social workers to challenge unjust anti-abortion legislation, work to increase abortion access, and advocate for reproductive freedom for all. A social worker from [NARAL Pro-Choice MD](#) stated, "During these tumultuous times for reproductive justice, social workers must lead the way in defending abortion and advocating for bodily autonomy. This fight is not only codified in our ethical standards but also inherent in the mission of our profession." Abortion clinic escorting is just one way to get involved in this work. Visit [NASW-NC](#) and [NARAL Pro-Choice NC](#) for other ways to take action. If you live in the triangle area and are interested in becoming a clinic escort, [email Triangle Abortion Access Coalition](#). If you live in other areas of NC, [contact your local abortion clinic](#) for details on volunteering. ●

2021-2022 NASW-NC STUDENT LIAISONS

LEADERS | ADVOCATES | SOCIAL WORKERS

KATHERINE MAGEE & LINA WALKER - APPALACHIAN STATE UNIVERSITY, JASMINE EVANS - BENNETT COLLEGE, ASHLEY PHYKITT & KRISTEN WINDSOR - EAST CAROLINA UNIVERSITY, DANIEL LEE - EAST TENNESSEE STATE UNIVERSITY, NATASHA GREEN - ELIZABETH CITY STATE UNIVERSITY, JONATHAN CONOVER - FAYETTEVILLE STATE UNIVERSITY, RACHEL DZIK & MARCH RIVERA - JOINT NORTH CAROLINA A&T/UNC-GREENSBORO, AMY MULLEN - MARS HILL UNIVERSITY, JADA ALICEA-ROCHELLE - MEREDITH COLLEGE, ZAPHENIA JONES, AMBER SUTTON, & DIONE THORPE - NORTH CAROLINA CENTRAL UNIVERSITY, RYLEE WIENHOLD & NATALIE SPRAGUE - NORTH CAROLINA STATE UNIVERSITY, ANNE GLADSTONE - UNC-CHAPEL HILL, HANNAH DEAN & MARIA NAVARRO - UNC-CHARLOTTE, JORDAN HENDREN & DESTINY BLUE - UNC-PEMBROKE, ANASTASIA KUZ - UNC-WILMINGTON, PENNY DAVILA - UNC-WILMINGTON ONSLOW EXTENSION, WYATT ROPER - WARREN-WILSON COLLEGE, BRITTANY PENDERGRASS - WINSTON SALEM STATE UNIVERSITY, ALANNAH VISBECK - WINTHROP UNIVERSITY





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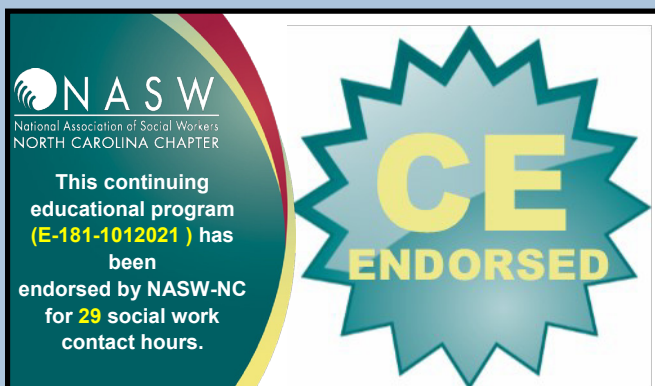
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Recognizing Indigenous Lives: Recent Firsts, Honoring Realities, and Regaining Sovereignty

By Shannon Krenek, MSW, LCSW
Equity and Inclusion Committee Co-Chair

The past two months ushered in multiple “firsts” for federally recognized days centering Indigenous Peoples on the so-called North American continent (known collectively as Turtle Island by many Indigenous peoples), with many calling for “Indigenous Peoples’ Day Every Day.”



On September 30, 2021, so-called Canada observed its first National Day for Truth and Reconciliation, a federal holiday that “honours the lost children and Survivors of residential schools, their families and communities.” This stems from the 94 Calls to Action developed by the Truth and Reconciliation Commission of Canada, which aims to address the horrors perpetrated by government- and church-led residential schools against First Nation peoples. These “schools” ripped away over 150,000 Indigenous children from their families, lands, and traditions to be interned at one of 139 institutions that existed from 1876 (and, less formally, well before then) through the late 1990s. Innumerable atrocities occurred within and because of these schools (to date, 6,509 Indigenous children have been unearthed from mass graves at these schools). A First Nation-led perspective and critical analysis of these Calls to Action and Indigenous community research [can be found here](#).

On October 11, 2021, Indigenous Peoples’ Day was formally recognized for the first time by the so-called United States as a national holiday following a [proclamation signed](#) by President Joe Biden on October 8th. (It should be noted that he signed another proclamation on the same day reaffirming October 11th as Columbus Day as well, as a day of reflection “on America’s spirit of exploration.”) This holiday declares a celebration of “the invaluable contributions and resilience of Indigenous peoples, recognizes their inherent sovereignty, and commits to honoring the Federal Government’s trust and treaty obligations to Tribal Nations.” [note: this mentions Indigenous resiliency but not the genocide our country is founded on that necessitates that resiliency.] Additionally, on September 30, 2021, bill H.R. 5473: Indigenous Peoples’ Day Act was introduced in Congress in order to federally recognize and establish this holiday.

And to the south of us, Mexico declared October 12 as the Day of the Pluricultural Nation to recognize “the multicultural, multiethnic and multilingual wealth that characterizes Mexico.” A statement from the Mexican Senate recognizes this day as marking “the beginning of a cruel war of conquest” began by Christopher Columbus in 1492 and is celebrated as doing “justice to the long journey of recognition of indigenous peoples,” noting, “it is important to change symbols, recognize the history and leave Eurocentrism behind.” [Click here to learn more about the history and present-day activism](#) for Indigenous rights and self-determination in Mexico.

During this Thanksgiving season, please join me in seeking out and sitting with the stories of our true and full history of colonization as well as the vibrant present-day existence of Indigenous resistance and resurgence. These resources (in addition to the links offered throughout the article) come from Indigenous perspectives/ voices and are a good starting place:

- Find out whose land you are on, the original language of the land, and the treaties made (and likely broken) where you live, work, or play: www.native-land.ca
- Books - *Unsettling Truths: The Ongoing, Dehumanizing Legacy of the Doctrine of Discovery* by Mark Charles & Soong-Chan Rah and *An Indigenous Peoples' History of the United States* by Roxanne Dunbar-Ortiz
- Film - [Women of the White Buffalo a documentary by Deborah Anderson](#)
- Interview/ audio - [Jesse Wenthe, an Anishinaabe writer and broadcaster, and chairperson of the Canada Council for the Arts: “Reframing Indigenous Stories in Joy”](#) ●

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In Memorium: William "Bill" Meyer

NASW-NC mourns the loss of longtime member William "Bill" Meyer, who passed away in August 2021.



From his obituary: "He brought particular attention to the areas of postpartum disorders and the painful history of psychiatry and the LGBT+ community. Bill was nurtured by his professional work and the act of helping others. He was a leader in many organizations including the AAPCSW, the NC Society for Clinical Social Work, and the National Academies of Practice. He received many prestigious awards for his teaching and clinical work from the NC Society of Clinical Social Work, the North American Field Educators and Directors of the Council On Social Work Education, the American Psychoanalytic Association, Smith College School for Social Work, and the Association for Psychoanalysis in Clinical Social Work. Most recently, the Psychoanalytic Center of the Carolinas established a new award in his honor—the William S. Meyer Distinguished Teaching Award—recognizing an outstanding member of their faculty who conveys the heart of psychoanalysis with clarity and passion. Bill was the inaugural recipient of the award last year."

Bill's dedication to the social work profession was apparent to all who met him. Our thoughts are with the friends, family, and loved ones of Bill Meyer. ●

NASW-NC Welcomes MSW Intern Holly Edmondson!

Holly Edmondson is an MSW Student intern with NASW-NC. She is currently halfway through the 3-year Master of Social Program at East Tennessee State University's satellite location in Asheville, NC. Holly is also a part of the dual certification program and will graduate as a Licensed Clinical Addiction Specialist (LCAS). Holly graduated from the University of North Carolina at Asheville with bachelor's degrees in Psychology and Women, Gender, Sexuality Studies and volunteered as a guardian ad litem during her undergraduate studies. This advocacy work planted the first seed of interest in macro-level practice.



After her undergraduate studies, Holly completed a trauma-informed yoga teacher training and began offering classes at two residential programs in the local VA hospital and with a group of active-duty National Guardsmen. She was also invited to head a new yoga program focused on creating community-based yoga programs for veterans with the local Asheville non-profit, Light a Path.

When asked what working with NASW-NC means for her, Holly said "Gaining the skills to advocate for our community through policy and social justice work is so empowering. I was unaware of all the different and creative ways that communities and individuals can become involved in legislative decisions and share their voices."

Holly will graduate in the spring of 2023 after completing a clinical internship with a dual-diagnosis oriented program. She intends to stay in Western North Carolina and pursue a career that blends both micro and macro-level practice. ●

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