

N A S W . NORTH CAROLINA CHAPTER

National Association of Social Workers

XLVII No. 2

The North Carolina Social Work Newsletter

May/June/July 2023

Social Work Interstate Licensure Compact Update in North Carolina

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

North Carolina is one of nine states that has introduced legislation for the Social Work Licensure Compact since the legislation was released on February 27, 2023. NASW North Carolina was able to secure the three chairs of the North Carolina Senate Committee on Health Care to sponsor [Senate Bill 718 Social Work Interstate Licensure Compact](#). The bill was filed one hour before the Senate bill filing deadline on April 6.

There were 1,638 bills filed in the House and Senate during the 2023-2024 Long Session and only 99 bills have passed either chamber as of May 1. The crossover deadline in which a bill must pass a chamber in order for the bill to move forward is May 4. The GREAT news for us is that because the bill includes a fee for social workers who participate in the Compact, SB 718 is not subject to crossover, which means we have the rest of session to get

the bill to pass the Senate and House and signed into law by Governor Cooper!

What is Next For the Social Work Compact bill?

We are confident the bill will pass. Since only Republican-sponsored bills have moved this session, we are pitching the Compact as primarily a bill to support military spouses. The Social Work Compact creation was initiated by the Department of Defense to promote licensure portability for military spouses. A large number of Republican lawmakers, who have the supermajority in both the House and Senate, are supportive of bills that support military populations and NASW-NC is working on getting support to advance the bill before session ends. Please be on the lookout for action alerts to contact your legislators to support the Social Work Licensure Compact.

More information about the Social Work Licensure Compact can be found here: <https://swcompact.org> ●

Slate of Hate: North Carolina's Current Landscape of Harmful LGBTQ Legislation

By Tori Cook,
NASW-NC Intern

Harmful legislation continues to be introduced in the North Carolina General Assembly and many bills are making their way through committees in both the House and the Senate. As social workers, we have an ethical responsibility and a professional obligation to challenge social injustices, protect oppressed and vulnerable populations, affirm support, and value LGBTQ+ individuals, families, and communities. More information on how social workers can support the LGBTQ population can be [found here](#).

NASW-NC opposes the harmful and discriminatory pieces of legislation introduced during this session. Legislation that oppresses the LGBTQ+ community violates the NASW Code of Ethics and action by social workers must be taken.

LGBTQ Continued on Page 16

Social Workers

Support and Protect the LGBTQ+ Community in North Carolina

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What is an Advocate?

What is an advocate? According to Merriam-Webster's Dictionary, it is "the act or process of supporting a cause or proposal." The Social Work Dictionary defines it as the act of representing or defending others. The role of an advocate is to speak out on behalf of one's clients to change conditions that they may experience that contribute to their problems. In the book "Economic Well-Being: An Introduction" the authors Deborah M. Figart and Ellen Mutari stated that advocacy is an expressing of voice that is a core activity of the social work profession.

Recently I had coffee with a colleague who changed areas of practice from macro-level social work to more clinical-level social work. In our discussion, advocacy came up and how different it looks when one is engaging in micro-level instead of macro-level social work. At the macro-level, advocacy may look like working to change laws and other policies within all branches of the political system. In micro-level social work, advocacy might look the simple practice of changing a policy within your agency that would then positively impact the clients that you are working with. Advocating for our clients doesn't have to be on a huge level to make change. It starts with small steps that over time lead to impactful change.

When we advocate for our clients, we are giving a voice to the voiceless. When we advocate and make positive change, it models empowerment to our clients. Remember that the NASW Code of Ethics states as an Ethical Principle: "Social workers recognize the central importance of human relationships." When we value the central importance of human relationships, we can cultivate positive and impactful relationships that become vehicles for change.

So, if you think that you may not be an advocate, I encourage you to take the time to think about all the ways you are showing empathy and empowering your clients, your neighbors - building relationships with those you may never have had a relationship with and our elected officials. We are all advocates! ●





Valerie Arendt, MSW, MPP

Executive Director

Threats to Democracy: A Three-Alarm Fire

I have been with NASW North Carolina for 12 years and in my 5 years as executive director, I have written SEVEN articles about the importance of voting in EVERY ELECTION and 2023 has already shown us how critical it is for social workers to help everyone to GET OUT THE VOTE. North Carolinians who support social justice did not get out to vote in the 2022 mid-term election and several progressive seats were lost in the North Carolina Legislature and Supreme Court. Democracy is in serious trouble with our three state branches of government.

NASW-NC is a non-partisan organization, but it should be no surprise to you that Democrats typically vote for and support social justice issues important to the social work profession, while Republicans have been working hard to prevent the advancement of, and actively take away, human and civil rights like health care, voting rights, immigrant rights, gender-affirming care, and even the teaching of accurate history in our schools.

North Carolina Legislature: The Cost of the Supermajority

The 2022 election resulted in Republicans gaining three seats in the House (one person actually switched parties in the middle of this session) and two in the Senate to take supermajorities. This means they will pass anything they want, as they have the ability to override the Governor's vetoes. TODAY, the day I write this, the Legislature, voted for and passed a Monster Abortion Ban. Governor Cooper WILL veto the bill, but his veto WILL be overridden now that Republicans have the supermajority in both chambers. Moderate legislators have all but disappeared to keep from losing their seats in the primaries.

North Carolina Supreme Court: Ruining all the Good Things

The New North Carolina Supreme Court has sunk to a new low. The Court gained two Republican justices in the 2022 election, making the court 5-2 Republican. The new Republican-led North Carolina Supreme Court overturned three cases settled by the former Democrat-led Court:

- **Gerrymandering Will Be Back:** The Court has overturned its own past ruling that said partisan gerrymandering is illegal, clearing the way for North Carolina legislators to aggressively gerrymander the congressional map, which is currently represented by seven Democrats and seven Republicans.
- **Voter ID is Here to Stay:** The Court reversed its decision on voter identification, finding the law requiring people show ID at the polls is not discriminatory. The new Republican majority on the court reopened the case this year. In a dissenting opinion, the two Democrats on the court criticized the ruling for discounting evidence that requiring ID makes it harder for people of color to vote.
- **Ending Voting Rights for Some Felons:** Another decision from the court ends voting rights that were reinstated last year for felons who are out of prison but still serving probation or parole. The Court ruled last year that a 1973 law preventing voting rights for felons was unconstitutional and discriminates against Black residents.

Governor: 2024 is Coming and We Need to Organize NOW

The NC Legislature has worked hard over the years to strip the governor of powers, but the Governor is still a critical branch of the government that is able to appoint judges, cabinet, commission and board members. Lt. Governor Mark Robinson is running for governor and he has consistently made comments against the LGBTQ community and said he would issue an executive order banning abortion outright. I am deeply, deeply worried about the 2024 election.

Social work is a political profession, and what has happened in the last three months (or really, the last 13 years), should light a fire under every social worker in North Carolina to organize, organize, organize. Stay with us. ●

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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: Tyreasa Washington, PhD, LCSW

By Madison Coleman, NASW-NC Intern

Dr. Tyreasa Washington is the Senior Program Area Director and Distinguished Senior Scholar for Child Welfare at [Child Trends](#), a national research organization that focuses on improving the well-being of children and youth. She has dedicated her career to working with children and families involved with the welfare system and researching how to improve outcomes for this population. Her research focuses on kinship care, which is when a child's caretaker is a relative other than their birth or adoptive parent (usually grandparents, though this can include aunts, uncles, etc., and even those from a community or church group) as opposed to traditional foster care, or "stranger care," when children are placed with a caregiver disconnected from the original family. Dr. Washington's research agenda includes the examination of fathers' roles on children's outcomes.

Children may be placed in either formal or informal kinship care. Formal kinship care is when the child is in the foster care system and placed in the care of a relative, meaning the situation is monitored by Child Protective Services (CPS). Informal kinship care is when the children are not in custody of CPS, but are still being cared for by the relative; this type of placement makes up a grand majority of the kinship care situations (around 70%). Dr. Washington first became interested in researching kinship care when she worked at Guilford County CPS and began noticing that children in formal or informal kinship care were seeing better results than most children in traditional foster care.

Her research in the years since has mainly explored outcomes for and the development of African American children who live with kin caregivers. For example, in a recent study she published with researchers at the University of North Carolina at Chapel Hill and the University of Maryland, the authors looked at educational data for children in foster care as compared to children in the general population to investigate the effect of foster care on academic outcomes. Dr. Washington and her colleagues found that children in both informal and formal kinship care performed better academically than those in traditional foster care.

This result was fairly expected, but an exciting result they also found was that children in formal kinship care performed just as well academically as those in the general population. Dr. Washington and the other researchers hypothesize that this is partially due to differences in support and resources that caregivers and children in formal vs. informal kinship care receive. Those in formal kinship care are provided support and resources in a variety of situations (such as support at IEP meetings, clothing vouchers, referral to mental health services and technology support), while those in informal care are not provided with these resources. It is important to note that, in many states, neither formal nor informal kinship caregivers receive any financial assistance, and given that these families are often have low socioeconomic status, kinship care puts an additional financial burden on the families. The study's findings suggest that the outcomes for children in informal and formal kinship care could be improved if the system provided adequate support for the caregivers, and that outcomes for children in traditional foster care could be improved if placed with kin caregivers.



Dr. Washington is also the principal investigator of a study funded by the Eunice Kennedy Shriver National Institute of Child Health and Human Development (NICHD), entitled "[Family's Impact on the Development of African American Children in Kinship Care](#)." In addition to outcomes for children in kinship care, Dr. Washington studies the outcomes for kinship caregivers, and is principal investigator of another NICHD funded study entitled "[Reducing Alzheimer's Risk among African-American Kinship Caregivers](#)." Finally, Dr. Washington's work advocates for ensuring that parents have a seat at the table when making decisions and having discussions about the child. Her research reveals that children in kinship care or foster care who know who their parents are and have some form of relationship with them experience better outcomes, so involving the parents in some way can often be beneficial for the child and parent.

Because of her influential work with Child Trends, and being a nationally and internationally recognized leading scholar in the child welfare field, Dr. Washington was asked to participate in the 118th Congressional Forum on Child Welfare on January 31, 2023 at the US Capitol Visitor's Center in Washington, D.C. This event was hosted by the Congressional Coalition on Adoption with honorary co-hosts from the Senate Caucus on Foster Youth and (House) Congressional Coalition on Foster Youth. This was a bipartisan event in which congressional representatives, researchers, advocates, and those with lived experience in foster care participated to discuss issues and trends in child welfare. Dr. Washington was able to contribute her expertise in kinship care, along with some other kinship care advocates, to discuss how kinship care improves outcomes for children.

Washington Continued on Page 11



Welcome New Members!

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

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Emily Messer
Warren Moore
Mackenzie North
Kimiko Pittman
Greta Pittman
Lauren Price
Caroline Pridgen
Tanya Radford
Nahia Soto
Porsche Spruell
NaShauna Stallings
Joi Turnage
Joshua Wade
Teneshia Webb
Shakura Woodland

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Talia Bailey
Gabrielle Baker
Hayley Bayne
Tyler Benjamin
Nechalia Boone
Janina Boyle
Ronnie Brodie
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Diane Caffrey
Cameron Capps
Alissa Childress
Leah Daniel
Laura Dellicker
Michelle Dempsey
Keeshana Dickens
Alaire Donofrio
Angela Entzel

Kennedy Fipps
Nicole Forrissi
Crosby Franklin
Jennifer George
Mikayla Gephart
Hannah Groover
Jamie Haddix
DeAndrea Hamer
Alaska Hawkins
Michael Henry
Leslye Herrera
Elizabeth Holder
Leslie Holland
Janice Holmes
Jasmine Holston
Emma Howle
Mary Husted
Monica Jenkins
Emma Jernigan
Wendy Jordan
Kathleen Kelly
Brittney Kingsberry
Emily Lambert
Alyson Lawrence
Patricia Lawson
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Erica Liles
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Alicia Marrero
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Ariel Mitchell
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Sabra Murrow
Deshawn Painter
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Samantha Salkin
Allison Sanders
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Logan Taylor
Rael Thomas
Leah Umana
Abigail Ward
Alicia Whitfield
Rosa Wooden
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Samantha Burgess
Samantha Coe
Ashley Gonzalez
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Andriea Knight
Ebony Knowlin
Hannah Lankford

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Arria Moore
Kara Perrell
Michael Ponzette
Brianna Reed
Kelly Riley
Brenda Stubbs
Missy Sullivan
Deborah Whitaker
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Kevin Williams

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Chioma Akali
Minnatullah Banawan
Kenya Beckford
Maris Bey
Sam Blake
Diane Bolster
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Alexandria Chippis
Talesha Coleman
Taylor Collins
Angela Cotter
Lindsey Elrod
Bradley Fedele
Nicole Ferguson
Beth Fisher Sanders
Nyzerla Fleming
Nichola Fleming
Gwendoline Fowler
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Naudica Heath
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Johandalis Hernandez
Crystal Hernandez
Madison Howard
Kristen Hunt
Jessie James
Vernell Jenkins
Yvonnica Johnson
Makayla Kemp
Walter Knox
Jessica Llamas
Marissa Locklear
Erika Locklear
Shannel McDorman
Brian McFarland
Kalie McGlashing
Tiana McKnight
Tawanna Mckoy
Tyshonne Mcswain
Clarkton Moore
Jennifer Peterken
Megan Phillips
Crystal Pone
Tibu Purnell
Susana Rodriguez
Allyson Sager
Olivia Short
Tyra Simes
Kamarie Simpson
Mary Smith
Janayzha Smith
Elizabeth Stanish
Windy Terwilliger
Lauren Uttke
Courtney Wright



We hope you'll join us for an upcoming MSW Info Session to learn more about our program offerings.

— Dean Ramona Denby-Brinson



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Sue Shankle
MSW, LCSW

NASW-NC Ethics Committee Member

LCSWAs in Private Practice: Points to Consider

Becoming a Licensed Clinical Social Worker Associate and starting a business is exciting. So much work goes into making that happen and there are many colleagues who will support you in keeping your practice healthy, including the members of your NASW-NC chapter Ethics Committee.

Social Work practice includes ethical decision-making which involves informed judgement and critical thinking in situations where ethical solutions are not apparent. Many of these skills are in development even upon graduation from your MSW program as they require significant experience in order to hone them. This and other reasons are why LCSWAs need an experienced clinical social work supervisor for at LEAST two years. It is also why LCSWA clinicians are **strongly discouraged** from working in an independent private practice setting prior to completing this supervisory period.

[NCSWCLB position statement on independent/private practice for the LCSWA:](#)

The NCSWCLB strongly discourages independent private practice by associate licensees (LCSWA) and will closely examine practice outside the structure of a public agency. NC General Statute 90B-7 (f) and Section .0210 (d) & (e) of the North Carolina Administrative Code both mandate that a Licensed Clinical Social Worker Associate (LCSWA) must practice with appropriate clinical supervision and immediate access to emergency clinical backup during this associate licensure period. This statute is intended to protect the client and the LCSWA during the supervised practice period.

The Board will not approve practice arrangements for a LCSWA unless it is fully satisfied that clients and the public will be protected through close supervision of each clinical case by a Licensed Clinical Social Worker who holds an MSW from a CSWE accredited school of social work. The clinical supervisor assumes responsibility along with the LCSWA for the assessment for treatment, diagnosis, treatment planning, clinical interventions, appropriate use of the treatment relationship, referrals, case documentation, reports, collateral contacts, termination of treatment, and all other such activity for each client case under the care of the LCSWA.

If an LCSWA does decide to go into private practice, it is incredibly important for both the clinical supervisor and the LCSWA to understand that the supervisor takes full responsibility for the LCSWA's work. As an LCSWA in a private practice, it's important to ensure presentation and discussion of each case with the supervisor. It is important to keep your supervisor apprised of progress to anticipate and avoid problems. Keeping any information from your supervisor about your cases is unethical and harmful.

In addition, getting 3,000 clinical hours in the two-year period in a typical private practice can be difficult. Establishing referral sources can take time, and the LCSWA may have to manage no-shows and scheduling time around clients' work schedules. Again, a strong clinical supervisor is necessary to support the LCSWA in navigating the management of a clinical business.

Clinical support is necessary for setting boundaries with clients, clarifying areas of expertise, and learning about ethical decision making, which entails steps to support the LCSWA in achieving and eventually protecting your

licensure (Links to articles that explain the process in detail are included at the end of this article). There is no doubt that you will run into situations that will be unlike anything you studied in your social work classes or ran into during your internship due to the complexity and breadth of our scope of practice. It is critical to be prepared to deal with both the ethical knowns but even more importantly, the unknowns and unanticipated issues that will come up with the support of a seasoned practitioner. Rushing into a crisis without a plan could permanently affect your ability to practice independently.

The steps for ethical decision making are as follows:

- Make sure that you have the facts of your case clear. Gather any information that you need prior to beginning a decision-making process. Speak to your supervisor for input.
- Speak to the supervisor about the term "duty to warn". The LCSWA will want to review responsibilities with the supervisor.
- Consult with support personnel: NASW-NC Ethics Committee, NASW National Legal Service and experienced colleagues.
- Check with your liability insurance carrier to assess what advice regarding coverage should you get a complaint.

The North Carolina Social Work Certification statute, Licensure Board requirements, and policies are in place to protect the public from unethical practices. NASW-NC, including the Ethics Committee, supports social workers, including providing consults to educate and support members.

Remember, we want you to keep yourself and your practice healthy and we are here to help. Here are useful links on this topic:

- [Detailed decision-making questions](#)
- [Principles for ethical decision making](#)

You can request consultation from the Chapter Ethics Committee's consultation service by emailing us at: naswncethics@gmail.com. Please note that this service is free and available only to NASW-NC members who have questions about cases in which they are directly involved. This article is not intended to provide legal advice. NASW members who have questions with a legal component, can contact NASW's Members-Only Legal Consultation Line (202-408-8600 ext. 592), Monday through Thursday, 11 a.m. to 4:30 p.m. ET. You may leave a voice mail message, including an email address, to facilitate an appropriate response. ●

Resources:

NASW Assurance Services' Risk Management Helpline (855-385-2160)

NASW Code of Ethics (2021) found at <https://www.socialworkers.org/About/Ethics/Code-of-Ethics>

North Carolina Social Work Practice Act and the Administrative Code found at <http://www.ncswboard.org/>

Reamer, F. (2018). Ethical standards in social work: A review of the NASW code of ethics (3rd ed.). Washington, DC: NASW Press. This book lists each NASW Code of Ethics standard with commentary on the application of each one.





Vanessa Hines, MSW

Education Program Manager

Everything to Know About CE Endorsement/Approval

NASW-NC not only offers our own conferences and workshops throughout the year, but we also offer an Endorsement and Approval program where any individual and/or organization that offers quality, cutting-edge, relevant education to social work professionals can submit their workshop to receive a formal endorsement/approval from NASW-NC. The mission of the NASW-NC Approval and Endorsement Program is to champion the professional development of social workers. It is the goal of the program to certify sound, relevant, and appropriate CE opportunities for social workers in North Carolina.

If you are considering submitting a workshop for endorsement or approval for the first time, there are some important submission guidelines to be aware of that would make the process of review seamless for our team and allow for successful endorsement/approval with your first application. First, it is important to know the difference between applying for Endorsement versus Approval.

NASW-NC CE Endorsement is offered for live, synchronous continuing education. This includes in-person, face-to-face continuing education activities as well as live synchronous audio-video broadcasts allowing for real-time interaction between the instructor and participants attending through virtual means.

NASW-NC CE Approval is offered for distance learning activities that are asynchronous or not occurring in real-time. Social workers who are licensed or who are credentialed in the state of North Carolina can obtain up to 20 hours of continuing education via distance learning activities for licensure or credential renewal. Distance learning activities include online courses, home study courses, and recorded webinars, seminars, or conferences. Distance learning activities **MUST** be PRE-APPROVED by NASW(or its chapters) OR the Association of Social Work Boards (ASWB) in order for a North Carolina licensee to submit these CE hours for license renewal.

As for program content, it is important that your submission includes learning objectives and a detailed agenda of the workshop. The agenda must show the start and stop time of each activity (including any breaks) and show how you are allocating the requested CEs. Learning objectives must be written clearly on the agenda. Any submission must have a minimum of 3 learning objectives. For Conferences and Symposiums, there must be 3 overall learning objectives in addition to session learning objectives.

When crafting the agenda and learning objectives, be as detailed as possible. Consider what the social worker who attends this workshop will receive from the content, and how you can convey why this content is relevant and necessary for social workers to the professionals who will be reviewing the submission. The overall goal is to make sure participants understand how the workshop is related to their educational goals and focus attention on specific aspects of the content.

All programs submitted are reviewed by a team under our Peer Review Committee, which is a group of seasoned North Carolina Licensed Clinical Social Workers in various areas of practice. The Committee is broken up into smaller teams who then review each endorsement and approval application and provide a recommendation. **We are actively looking for new professionals to join the Peer Review Committee and if you are looking for a way to get involved with your local chapter, we want you!** To be considered for the Peer Review Committee, one must be a current NASW-NC member, hold a graduate degree in social work, and have two years of post-LCSW clinical experience. If you are interested or have further questions about the teams and review process, please email education.naswnc@socialworkers.org. ●

NASW-NC Essentials Conference

Generation of Trauma: Addressing
Mass Violence in the Community and in
the Clinical Session

August 2, 2023 | Virtual | Registration Coming Soon





Lauren Zingraff, MSW

Director of Advocacy and Policy
Registered Lobbyist

2023 Legislative Session and Social Work Advocacy Day

Greetings NASW-NC members! It is an honor to be serving as your Director of Advocacy and Policy since February of 2023. Being a member of NASW-NC has been the best investment I made for myself as a social work graduate student. I never knew then that in the future I would be working on behalf of the organization which has given me so much professional development, continuing education, resources, networking opportunities, amazing conferences/webinars/trainings, and great friends.

I received my bachelor's in arts degree from North Carolina State University and my MSW from Virginia Commonwealth University. I am a native of Raleigh, NC and attended Wake County Public Schools for K-12. My social work background includes advocating for young people aging out of the foster care system, individuals living with multiple sclerosis, and residents in long-term care facilities during the COVID-19 pandemic.

It has been a busy 2023 Legislative Session at 16 Jones Street in downtown Raleigh (also known as the North Carolina General Assembly (NCGA)), with the unfortunate passage of many harmful bills that NASW-NC opposes. But let's start with some good news.

Medicaid Expansion Passes!

After 10 years of advocacy, [HB 76 – Access to Healthcare passed](#).

NASW-NC has worked with social work members, legislators, and many partner organizations for over a decade to get this important legislation passed and to help the people of North Carolina live healthier lives. With the passage of House Bill 76, more than 600,000 North Carolinians will now have access to healthcare. Thank you to all the social workers & community partners who have worked tirelessly over the last ten years to get Medicaid Expansion into law. However, it is important to remember that Medicaid Expansion's implementation is tied directly to the passage of the 2023-2024 state budget, and we are expecting to see "poison pills" included in the budget. We will continue to keep members updated as we wait for the Senate to release its version of the budget in May, and then the two chambers will pass a final budget. This will be sent to Governor Cooper who will either sign it, veto it, or allow it to become law after 10 days without his signature. Note: The Republicans now have a supermajority and can override any veto by Governor Cooper. NASW-NC has met with NC Department of Health and Human Services and other stakeholders to hit the ground running as soon as the 2023 Budget goes into effect & Medicaid expansion is implemented across systems.

The Legislative Committee had two main priorities this year to protect and strengthen the social work profession through legislation.

1. The first is the **Social Work Interstate Licensure Compact**. [SB 718 - Social Work Interstate Licensure Compact](#) has been introduced in the NC Senate. The compact is an agreement between states to create portability for social workers to practice in those states. It will give members of the profession more license mobility. The compact will take effect after 7 states have ratified it through legislation. The compact language was released by NASW in February 2023.

[You can read the bill here](#). Due to our work at the NCGA, we have bill sponsors and are in direct face to face communication with legislators and their staff every week to ensure that this bill is passed by the bill crossover deadline of May 4th.

2. The second legislative priority is to **Restore Master's Level Pay for School Social Workers**. The funding stream is currently included in the House version of the 2023 budget. There are also two stand-alone bills, [HB 762](#) and [SB 524](#) - School Social Workers/Master's Pay. We are cautiously optimistic that the NCGA will include restoring Master's Level Pay for School Social Workers in their final budget. This pay restoration was included in Governor Cooper's version of the budget. Please see these [talking points](#) and [contact both your Representative and Senator](#) to advocate for school social workers!

The bad news is that many of NASW-NC's Social Policy Priorities are not being advanced, and in fact are being harmed during this legislative session.

NASW-NC opposes efforts to restrict abortion access and reproductive health care. [SB 20 – Safe Surrender Infants](#) - was passed into law along party lines. This bill is a 12-week ban on abortion and a 10-week ban on abortion pills. SB 20 was introduced at 10PM on May 3rd, one day before final bill crossover, leaving pro-choice advocates limited time before Republicans rushed it through both chambers. Governor Cooper has promised to veto the bill; but the veto override looms at the general assembly.

NASW-NC is committed to protecting LGBTQ rights. The NC General Assembly has spent this session passing multiple Anti-LGBTQ bills in both the House and Senate. NASW-NC has opposed every piece of this harmful and bigoted legislation. We attended our community partner, Equality NC's, Advocacy Day, where Executive Director Valerie Arendt spoke at a press conference against conversion therapy. You can read in more detail about the General Assembly's attack on LGBTQ people on Page 1.

NASW-NC supports common sense gun legislation. With the recent mass shootings at Covent Church School Nashville, TN, the National Bank in Louisville, KY, and gun violence with young people being shot for innocent mistakes such as ringing the wrong doorbell in MO, pulling into the wrong driveway in NY, walking to the wrong car in a grocery store parking lot in TX, and accidentally having a basketball land in a neighbor's yard right here in Gastonia, NC, it's important to be aware that loose gun restrictions were passed this session.

[SB 41 Senate Bill 41 / SL 2023-8 - Guarantee 2nd Amendment Freedom and Protections](#) was vetoed by Governor Cooper. This bill allows someone to purchase pistols without permits, erases background checks, and allows open carry onto certain school properties. The House was able to override his veto and this dangerous bill is now law.

Please sign up for [NASW-NC Advocacy Alerts](#) to keep up to date on developments this legislative session as well as receive action alerts on ways to take action. If I can be of any assistance to you, feel free to contact me at [lzingraff.naswnc@socialworkers.org](#) or call the NASW-NC office at 919-828-9650. ●



2023 NASW-NC Equity and Inclusion Award Winners

By Brittany Twitty, MSW
NASW-NC Community Engagement and
Inclusion Manager

The National Association of Social Workers North Carolina Chapter (NASW-NC) has named four North Carolina social work students as the 2023 [NASW-NC Equity and Inclusion Student Award](#) recipients. This award supports the vision of inclusive chapter membership and supports students pursuing a variety of social work specialties. These recipients were selected based on their commitment to incorporating and promoting equity and inclusion into their social work practice, their high academic achievement, and their leadership.

Alecia Taylor, North Carolina State University MSW Student

Alecia Taylor (she/her) is making significant strides in the field of social work. With a Bachelor of Social Work (BSW) from Shaw University and several years of experience in the field, including foster care/adoption, adult protective services, and guardianship, Alecia has formalized her education with a second-year Master of Social Work at North Carolina State University (NCSU). Currently, Alecia's field placement is at Wake Medical Center, where she works in community case management with clients referred from the emergency department. Her passion for social work drives her to want to educate marginalized communities about the importance of mental health.



Alecia is active in her community and serves on the Board of Advance Community Health in North Carolina. She is an active member of the Graduate Student Social Work Association at NCSU and has volunteered with Habitat for Humanity for the past 20 years. Vinett Daley, Alecia's supervisor at Wake Med describes her as "a knowledgeable and professional advocate who provides assurance and support to patients during their most challenging times."

Avianna Hopkins, Winthrop University MSW Student

Winthrop University's Master of Social Work student, Avianna Hopkins (she/her), is set to graduate in May 2023. Her plans after graduation include earning her Licensed Clinical Social Worker and becoming a licensed clinical trauma specialist to help underserved groups, such as veterans, people with serious mental illnesses, and survivors of domestic violence.

Avianna's education in psychology, sociology, and public health has provided her with a unique perspective on the world and her role in it. Currently, she is interning at the Salisbury Veterans



Affairs office, providing support to veterans diagnosed with severe mental illnesses. In addition to her academic and professional pursuits, Avianna is also President of the Association for Black Social Workers (ABSW) at Winthrop University. Her role as President allows her to improve the standard of living for other Black people, specifically Black women, by conducting educational programs and working with local non-profits. She is also working on a study on trauma in clinical supervision and educating MSW students on burnout and life after graduation. Avianna has shown exemplary leadership skills by participating in community-serving programs such as Freedom School Partners, a summer enrichment program, and being a Charlotte AHEC scholar to revolutionize healthcare. Her volunteer work at Fresh Start Home for Children earned her praise from therapist Jaren Dobey, who described Avianna as focused, driven, and a go-getter.

Colt Valones, Warren Wilson College BSW Student

Colt Valones (he/they) will be graduating in May 2023 from Warren Wilson College with a Bachelor of Social Work (BSW) degree. Colt is a passionate advocate for equity and inclusion for historically marginalized, disenfranchised, as well as for under-represented communities. After completing his undergraduate studies, he plans to attend graduate school through an advanced standing Master of Social Work (MSW) program, with a focus on macro social work and a specialization in community partnerships/advanced generalist practice.



Colt aims to become a licensed clinical addiction specialist and pursue a Ph.D. in social work. Colt has demonstrated his commitment to social justice through his involvement in a variety of initiatives. He has worked in the Office of Inclusion, Diversity, and Equity at Warren Wilson, where he supports African, Latiné, Indigenous, and Asian descent (ALIA) identifying students, and lifting their cultures, identities, and passions. He has also been essential in leading initiatives and creating programs for ALIA students. Additionally, Colt has collaborated with the Racial Justice Coalition, where he has contributed to the development of anti-racist engagement training for volunteers, collaborated with other members of the Truth, Justice, and Reconciliation Commission, and participated in research analyzing a community-led approach to reparations. Colt also supports the Every Black Voice campaign, which seeks to gain perspectives and wisdom from every Black voice in the Buncombe County area. M. Z. Yehudah, the Director of DEI Initiatives at Warren Wilson College, praised Colt's involvement and contributions. Yehudah stated, "I can attest to there being no other student that I've known that has been as integrally and meaningfully involved in so many aspects of campus life and off-campus involvement (simultaneously) as Colt Valones."

Awards Continued on Page 12



She has been invited to participate in an additional meeting on Capitol Hill hosted by the Family First Treatment Association on May 23-24, 2023, as well as a meeting hosted by NIH's The HEALthy Brain and Child Development Study (HBCD) on May 25-26 in Bethesda, MD.

Dr. Washington hopes that these meetings, as well as her research and the changes brought with the [Family First Act of 2018](#), will contribute to a shift toward families, extended families, or community members becoming the first option for child care as it undoubtedly leads to better outcomes for youth who are unable to live with their biological or adoptive parent(s). She is also hopeful that these lead to improved support for all caregivers, but especially informal kinship caregivers, so that they will receive both financial and non-financial resources to provide for the children and thereby promote positive outcomes.

Dr. Tyreasa Washington received her BSW from North Carolina Agricultural & Technical State University (NC A&T) and both her MSW and PhD at the University of Illinois before returning to get her LCSW in North Carolina. She worked as a foster care social worker with Guilford County Department of Social Services (DSS), then became a case manager and therapist with Guilford County Mental Health, then went back to the DSS to supervise. She has taught at NC A&T, Guilford Technical Community College, Bennett College, and the University of North Carolina at Greensboro, where she is now a Full Professor and the



Dr. Washington at the 118th Congressional Forum on Child Welfare

founding director of the [African American Families and Kinship Care Lab](#).

NASW-NC extends our gratitude to Dr. Washington for her decades of contributions to child and family well-being, and we congratulate her for over 25 years of NASW membership!●

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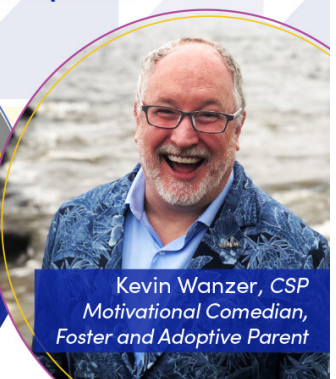


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Greetings From NASW-NC's New Community Engagement and Inclusion Manager

By Brittany Twitty, MSW
NASW-NC Community Engagement and
Inclusion Manager

Hey there NASW-NC members! I am super stoked to be joining the NASW-NC team as the Community Engagement and Inclusion Manager. My social work journey has been a bit all over the place. After graduating with my BSW from UNC Wilmington in 2016, I wasn't sure what I wanted to do. I was burned out with school and had just barely made it to the finish line for undergrad so jumping into grad school was a bad idea for me. That left me with the decision to enter the workforce, but "Where in the world do I go?" I have always been a person with a macro vision to work towards actions that will benefit large groups of people at once. Those were not the jobs that I was seeing. During my undergrad, I was part of a small coalition of students advocating for social justice and racial equality on UNC-Wilmington's campus. We organized silent marches through campus, distributed flyers of resources for students to learn more about the hidden racially unjust history in the city of Wilmington, and created a black history timeline display down Chancellor's Walk, the main pathway through campus. I loved working with that group and the work we were doing felt important. That is what I wanted to do!

At that time, I didn't know how to find macro jobs that were working with communities and advocating against injustice. I saw numerous unpaid internships or volunteer roles, but that was not something I was able to consider as a new graduate with a mountain of student loan debt. So, I decided this could be an opportunity for me to experience working at different levels of social work. Also, I would be working with people individually to hear what policy or societal barriers are present for people just trying to live their lives. I spent time in residential treatment facilities for youth, residential addiction/recovery centers, group homes, and in foster care. I didn't fully process it at the time, but these experiences would inform my perspective as I found myself in positions that were able to influence change to address injustice. From there I shifted to community organizing in Boone and started leading educational campaigns on mental health across the state of North Carolina. Eventually, all of that led



me to NASW-NC to work in engagement and inclusion.

For me, inclusion is about learning. It is also about connection, understanding, and celebration.

I'm sure you've heard the phrases like "the first African American woman" or "the first Asian man" being thrown around, and almost every time I think "Really? The first? It's 2023!" You may have had a similar experience watching award shows or reading the news. Still in the year 2023, these "first" barriers are being broken in a variety of fields including social work. For some, it may seem overdue, but it is nonetheless important to acknowledge and celebrate. This role for me is an opportunity to ask, "Who are we missing?" followed by "Why?". Understanding the answers to these questions and then taking action to do better is critical.

Twitty Continued on Page 16

PRIVILEGE LICENSE IN NORTH CAROLINA

What Social Workers Need to Know

 **N A S W** | NORTH CAROLINA CHAPTER
National Association of Social Workers

What is a Privilege License in North Carolina? Do you need one?

In the state of North Carolina, any Licensed Clinical Social Worker who goes into business for themselves (private practice) must obtain an annual "privilege" license with the state. The privilege license tax is an annual tax (\$50) and is due by July 1 of each year that gives the privilege of going into business/opening a business. The privilege license (NCGS 105-41) is issued by the North Carolina Department of Revenue and not something the North Carolina Social Work Certification and Licensure Board has jurisdiction over and is separate/in addition to a PLLC.

For more information, please read the [North Carolina Department of Revenue Bulletin](#) on who is required to obtain a Privilege License.

All professions have to obtain this state license if they go into business. Licensed Clinical Social Workers file for their privilege license under the category of "art of healing". The code number for the application is 432 and the License Description from Table on Instructions is "Art of Healing."

For more information, visit the [Privilege License](#) page on the NASW-NC website! ●



He has devoted his time here at WWC to fostering many cross-cultural connections within our campus and off-campus community."

Kashayia Coltrane, East Carolina University BSW Student

Kashayia Coltrane (she/her) is set to earn her Bachelor of Social Work with a minor in gender studies from East Carolina University (ECU) in May 2023. Throughout her time at ECU, Kashayia has been highly engaged and has achieved several accomplishments, such as completing the Chancellors Leadership Academy, serving as a panelist for the Dr. Jess R Peel LGBTQ Center, being a part of the e-board for the Bachelor of Social Work Student Association, and completing over one hundred hours of community service.



Kashayia is committed to promoting equity and inclusion and wants to see more Black women like herself in leadership positions across all areas of the social work profession. For Kashayia, obtaining a Master of Social Work (MSW) is a crucial step towards achieving her career goals, which include starting a nonprofit organization. Kashayia believes in providing everyone with the same level of dignity and respect, and she is dedicated to ensuring that everyone,

regardless of their past, has access to resources and opportunities for growth. Kashayia's supervisor at ECU's Center for Leadership and Civic Engagement, Alex Dennis, spoke highly of her, saying "As her supervisor, I have seen her creativity, work ethic, and compassion for others through the service opportunities that she has helped plan and lead. She is a hard worker who truly cares about people and promoting the mission of our university, service."

More information about the NASW-NC Equity and Inclusion Student Award and how to donate to this award can be found here: www.naswnc.org/EquityAward.

The National Association of Social Workers North Carolina Chapter (NASW-NC) is a membership organization that promotes, develops, and protects the practice of social work and social workers. NASW-NC also seeks to enhance the effective functioning and well-being of individuals, families, and communities through its work and through its advocacy. ●



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Reflections on Second Chance Month

By Lucas Vrbsky, GED, MSW, LCSW
NASW-NC Equity and Inclusion Committee

While attending the Moral Monday Ten Year Anniversary and Recommitment Rally, I was struck by the beauty and strength of an intersectional moral fusion movement that is worthy of our ancestors' dreams and the nurturing of our great grandchildren's unborn hopes. I reminisced on the bus ride with primarily formerly justice-involved peoples, organized by the late Rev. T Anthony Spearman, to attend the Poor Peoples Campaign in DC in 2022. I thought about all of the brothers and sisters who are locked up but not forgotten. I thought about my family, friends, loved ones, and so many others who are alternately struggling, striving, and thriving to live in a society that continues to punish instead of support.

April is Second Chance Month - Second Chance Month aims to raise awareness of the collateral consequences of a criminal record and open up opportunities for people. Since 2017, a [presidential proclamation](#) has announced this month as a time to observe "safe and successful reentry of adults and youth [...] a second chance may well be their first real opportunity to flourish." The NC Governor has also proclaimed April as Second Chance Month in addition to launching the State Reentry Council Collaborative in 2018 and the Task Force for Racial Equity in Criminal Justice in 2020. While proclamations proclaim change and committees commit and recommend, approximately 30,000 human beings still remain in NC state prisons. Many thousands more languish in county detention centers as a result of a cash bail bond system that favors citizens with access to capital. Even more people are locked up in federal prisons, immigration detention, and youth facilities. These people are neighbors, brothers, sisters, fathers, mothers, sons, daughters, and friends. For more information regarding rates of incarceration please see: www.prisonpolicy.org/profiles/NC.html.

Over 90% of people incarcerated will be returning to the community. The collateral consequences of a criminal history include stigma that results in barriers to housing, employment, and licensure (including social work licensure). [Local Reentry Councils](#) across the state work to help ease the transition of people who have been ensnared by the criminal justice system. Dr. Craig Waleed's podcast Prison to Promise "explores strategies formerly incarcerated people use to avoid returning to prison, and [talks] about the things they are doing today to create purpose-driven lives." I would highly recommend listening and learning from the inspiring stories of those with lived experiences. We must be willing to not only listen, but to be led by those who have skin in the game. Largely due to melanin deficiency and my family's access to resources, I was able to avoid prolonged incarceration both as a youth and an adult. There is something deeply flawed when I am viewed as a "subject matter expert" in Reentry while I have never been incarcerated in an adult prison. The [Formerly Incarcerated Peoples and Families Movement](#) is led by directly impacted people and is focusing on: restoring employment, education and housing rights; re-enfranchisement and civil engagement; law enforcement and prosecutorial misconduct; and bail reform.

"The North Carolina Second Chance Alliance is a statewide alliance of people with criminal records, their



family members, service providers, congregations, community leaders and concerned citizens that have come together to address the causes of criminal records and the barriers they create to successful reentry. We believe that our communities are safer when all of us have access to the resources and opportunities needed to take care of ourselves and our loved ones." By the time this is published, the Second Chance Lobby Day will have occurred. It is important that we let our legislators know

that social workers stand with people who have been impacted by the criminal injustice system. The [North Carolina Second Chance Alliance](#) supports:

- Expanding Criminal Record Relief (Expunctions & Certificates of Relief)
- Abolishing the Drug Tax
- Repealing the drug felony ban on SNAP & TANF benefits
- Ending harmful use of mugshots
- Ending debt-based driver's license suspensions
- Eliminating/Reducing Criminal Court Fines and Fees
- Increasing state budget allocations for reentry services

I would be remiss if I did not mention some of the ills in the belly of the beast on which we should also focus. During his interview with the Senate Judiciary Committee, the now Secretary of NC Department of Adult Corrections stated that the prison system could not comply with the Mandela Rules which, among other guidance on human obligation for humane treatment of all human prisoners, call for the prohibition of solitary confinement for more than 15 days. The United Nations clearly states that keeping someone in a small box without contact to the outside world for over 15 days is torture. [EndSolitaryNC](#) is working to advocate to protect the rights of people who are incarcerated and at risk for solitary confinement. NC is also showing renewed momentum to abolish the death penalty; to learn more about the origin of legal lynching in NC please [click here](#).

The Code of Ethics includes the intentional language in 1.05 Cultural Competence Section B "...empower marginalized individuals and groups. Social workers must take action against oppression, racism, discrimination, and inequities, and acknowledge personal privilege." The time is now for NASW to demonstrate our values in creating a more just and equitable alternative to carceral settings. As social workers, it is our privilege to raise the voices of those who are incarcerated, formerly incarcerated, and at risk of incarceration. ●

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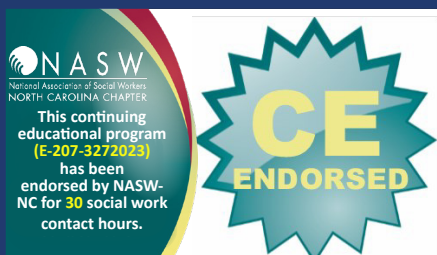
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Bills Introduced that NASW-NC Opposes

All of these harmful bills have the strong potential to pass the legislature this session, and since the House and Senate now both have a supermajority, any veto attempt by Governor Cooper can successfully be overridden. Should you still contact your lawmakers to let them know how you feel about these harmful laws? YES!

- [HB 673](#), known as Clarify Regulations on Adult Entertainment, would make drag performances illegal on public property or in the presence of anyone under 18. Violating this law would be classified as a misdemeanor and if violated a second time, a felony. HB 673 passed its first reading and was referred to the House Committee on Judiciary 2 on April 19th.

Bills That Attack Access to Gender-Affirming Medical Care

- [SB 560](#), the Medical Treatment for Minors Act, would establish governing provisions for treating gender dysphoria for persons under eighteen. SB 560 passed its first reading and was referred to the Senate Health Committee on April 19th.
- [SB 639 \(HB 808\)](#) and [HB 786](#), two Youth Health Protection Acts, would “protect” minors from the administration of puberty blockers and cross-sex hormones and other related actions, procedures, and treatments. SB 639 passed its first reading and was referred to the Senate Health Committee on April 19th. HB 786 was referred to the House Committee on Health on April 19th.
- [HB 819 \(SB 641\)](#), the Medical Ethics Defense (MED) Act, would protect the right of conscience of medical practitioners, health care institutions, and health care payers. HB 819 (SB 641) was referred to the House Judiciary Committee on April 27th.

Bills That Attack Transgender Students and Athletes

- [SB 49](#), Parents Bill of Rights, prohibits a healthcare provider, including social workers, from providing, soliciting, or arranging treatment for a minor child without first obtaining written consent from that minor child's parent. SB 49 passed the Senate on February 7 and was sent to the House, which has not yet taken up the bill.
- [SB 631](#), Fairness in Women's Sports Act, would require each team player to be designated by the

biological sex of the team participants. SB 631 swiftly passed through the Senate Education and Rules Committees with two amendments, passed the full Senate, and is now being sent to the House.

- [SB 636](#), the Sports Athletic Transparency Act, states athletic eligibility will be based on “biological participation requirements.” The bills mentioned above deny equitable access to health care and harm the mental health of transgender athletes and students across our state. SB 636 was referred to the Senate Education/Higher Education Committee.

You can take action against this harmful LGBTQ Legislation through our community partner [Equality NC](#) here: [Take Action Against Hateful Legislation](#).

Bills Introduced that NASW-NC Supports

While the majority of the NCGA's LGBTQ-related legislation is extremely harmful and discriminatory harmful, a few bills have been introduced that would protect the rights of the LGBTQ community. The following bills have been introduced and are sponsored by Democrats only. Since Republicans have the supermajority in both the House and the Senate, it is exceedingly unlikely that these bills will move.

- [SB 398 \(HB 518\)](#), Equality for All, would prohibit discrimination against LGBTQ+ North Carolinians on a number of fronts, including employment, housing, and education.
- [SB 401 \(HB355\)](#), known as the Ensure Same-Sex Domestic Violence Protection Order, would make sure that those in same-sex couples are guaranteed protection from domestic violence. This would be an important step in ensuring the safety of the LGBTQ+ community and helping individuals experiencing domestic violence to access critically needed services and protections.
- [SB 402 \(HB 356\)](#) would fully repeal the controversial anti-trans bathroom bill known as House Bill 2.
- [HB 519 \(SB 399\)](#) would protect minors and adults who have disabilities from attempts to change sexual orientation and gender identity.
- [HB 596](#), Hate Crimes Protection Act, legally changes hate crimes from a misdemeanor to a felony, and it would expand what is covered under the definition of a hate crime. ●

We are in a field that serves people and people are all different shapes, sizes, religions, races, nationalities, abilities, and so much more. People are complex and at times messy. Therefore, the social work profession is also complex and at times messy.

As social workers, it is also important to acknowledge that many of the structures of social work practice still in place today stemmed from societal systems that were developed through the lens of white supremacy. What does that mean for us as social workers and the profession today? It means that we do better. When it comes to equity and inclusion, I believe curiosity is one of the keys to achieving further growth and understanding. Just because something is working doesn't mean the work is done. In my work, I continually ask “What could be

improved for next time?”, “What gaps in my vision were discovered?”, “In what ways was my service inaccessible to others?”, and “What voices can I bring in next time to grow?”. Being a part of NASW-NC, these are the questions I am asking and will continue to ask. Having access to a community of social workers is one of our organization's biggest strengths. Our members and future members are key to the forward movement of NASW-NC and the social work profession.

If you have questions, or feedback, or just want to chat about equity & inclusion at NASW-NC, you can reach me at btwitty.naswnc@socialworkers.org or by calling the NASW-NC office at 919-828-9650 and selecting option 6. I am looking forward to embarking on this journey together of showcasing the power of equity and inclusion in the field of social work. ●



2023 NORTH CAROLINA SOCIAL WORK ADVOCACY DAY!



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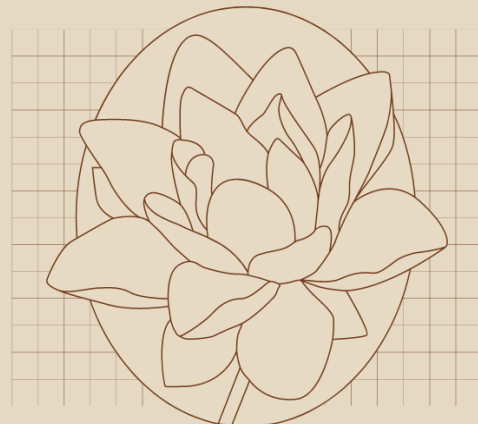
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