

CONNECTIONS

January—March 2024



“May your choices reflect your hopes, not your fears.”
— Nelson Mandela

President’s Column	2-3	2024 Legislative Agenda	13-15
Save the Date	3	Members in the News	15
Executive Director’s Column	4-5	Social Work Compact and Connie Updates	16
Gender Affirming Care	6	Leadership Opportunities	17
Thriving Therapists	7	Peer Ethics Support Group & Ethics Committee Update	21-22
Conference Exhibitor & Sponsorships Now Open	8	Latino/a Mentoring Program	23-24
DEI Inclusion Plan	9-12	Veteran Social Workers of Connecticut	25



Embracing Tomorrow: The Evolving Role of Social Workers in a Changing World

Cheryl Wilson, LCSW, MBA
President, Connecticut Chapter

As we traverse the dynamic landscape of our world today, the role of social workers continues to evolve in significance and complexity. With the challenges brought forth by the ever-changing societal, political, and economic environments, it becomes imperative to contemplate the paths that lie ahead for our noble profession.

Embracing Change:

The past few years have thrust upon us a multitude of unprecedented circumstances. From global health crises to heightened social inequalities and environmental concerns, these challenges have underscored the pivotal role of social workers in fostering resilience, advocating for justice, and providing essential support to vulnerable communities.

In embracing change, social workers are presented with an opportunity to adapt, innovate, and reframe approaches to address the multifaceted needs of individuals and communities. By harnessing technology, implementing new methodologies, and

fostering interdisciplinary collaborations, we can enhance our effectiveness in creating positive, lasting change.

Equity and Inclusion:

As agents of change, social workers are at the forefront of advocating for equity and inclusion. Addressing systemic injustices, dismantling barriers to access, and amplifying marginalized voices remain fundamental pillars of our profession. Now more than ever, there is a pressing need to advocate for policies that promote equity and create inclusive spaces for all individuals, irrespective of their backgrounds.

Self-Care and Resilience:

Amidst the dedication to serving others, it is crucial to prioritize self-care and cultivate resilience. The demanding nature of our work often leads to burnout and compassion fatigue. By fostering a culture of self-care, seeking peer support, and nurturing our mental and emotional well-being, we can

Tomorrow, continued

sustain our capacity to make a meaningful impact in the lives of those we serve.

The Road Ahead:

Looking forward, the road ahead for social workers is both challenging and brimming with opportunities. Our profession stands at a pivotal juncture where innovation, advocacy, and empathy converge to shape a brighter future for individuals and communities worldwide.

As we navigate this terrain together, let us continue to uphold the values of compassion,

integrity, and social justice that underpin our practice. Let us embrace change as an impetus for growth and remain steadfast in our commitment to fostering a more equitable and compassionate society.

Together, we can chart a course toward a future where the transformative power of social work creates enduring and positive change.

With deepest gratitude for your unwavering dedication and commitment.

The NASW/CT 2024 Conference



SAVE THE DATE!

MAY 31, 2024

AT THE

MYSTIC MARRIOTT IN GROTON, CT

EXHIBITOR AND SPONSORSHIPS NOW OPEN! SEE PAGE 8 FOR DETAILS.

Social Workers Sought After - YES, Appreciated - ?

This column first appeared in The CT Mirror

Steve Wanczyk-Karp, LMSW
Executive Director
Connecticut Chapter



We are about to enter the fourth year of the Covid pandemic. A pandemic that has caused a tsunami of mental health needs. Yes, we have vaccines, medication, and fewer cases, but just as the waters of a tsunami do not immediately recede, the mental health effects of the pandemic will remain with us for years to come.

Social workers deliver approximately two-thirds of all mental health services in our state, the majority from experienced licensed clinical social workers (LCSW). It is a workforce that is tired and very much in need of support. Unlike a crisis of limited geographic proportion, where assistance can be brought in, this pandemic has no boundaries. Our LCSW workforce has no outside reinforcements. Social workers have and continue to respond to the pandemic, under the stress of increased caseloads and administrative paperwork, while having to deal with their own pandemic driven stressors.

I have been a social worker since 1977. In all those years I have never seen social work in such demand. The CT Legislature has taken significant steps to address children's mental health in ways that have expanded funding for

social workers. The Legislature has also reduced the licensure fees (highest in the nation) for newer social workers who are licensed master social workers (LMSW). The Lamont administration created The CT Health Horizons program of \$35 million to expand opportunities for students to attain their social work or nursing degree. I am not unappreciative of these steps. But what have we done for our experienced LCSW workforce? From a policy perspective, pretty much nothing!

The National Association of Social Workers, CT Chapter has just issued its 2024 recommendations for improvements to the social work workforce. These recommendations, some of which follow, have actions if taken will go a long way in supporting the social work workforce.

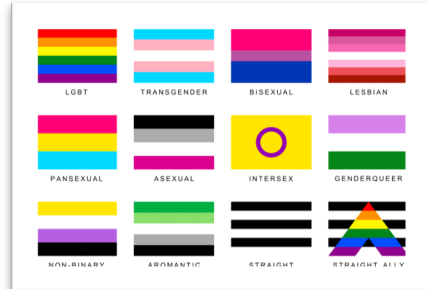
- **Lower the LCSW licensure renewal fee:** On an annualized basis CT has the highest clinical social work licensure renewal fee of any jurisdiction in the nation. NASW/CT calls for reducing the LCSW renewal fee to \$125 annually to match the licensed master social worker (LMSW) renewal fee. This will

Appreciated, continued

- make Connecticut more competitive with all New England and Mid-Atlantic states.
- **Increased Salary and Reimbursement Rates:** NASW/CT calls on the legislature to increase funding dedicated for increased social work salaries. Likewise, insurers must increase reimbursement rates. Increasingly, clinical social workers are leaving insurance panels for private pay only that is causing an inequity between those who can afford private pay and those who cannot. Insurance rates go up each year, with most insurers having gotten high single to double digit increases approved for 2024. It is absolutely time reimbursement rates rose too.
 - **Place a one-year limitation on retroactive denial of insurance payments (claw backs):** CT statute allows up to five years for insurers to retroactively take back prior approved payment. This problem annually affects about 45% of clinical social workers in private practice. It has become one of the primary reasons for behavioral health clinicians dropping insurance in favor of private pay only.
 - **Longevity Bonuses:** Many employers now offer sign on bonuses to attract applicants. But how about the current employees? We call on all employers to offer “**stay-on**” retention bonuses to those social workers who have been employed for five or more consecutive years.
 - **Licensure Renewal Fees:** Employers should pay the license renewal fee of licensed social work employees where the license is required for the job.
 - **Support for Providing LMSW Supervision:** CT has initiated the CT Health Horizons Program that will fund MSW schools of social work to increase graduation numbers. Most of those graduates will become LMSWs who must be under professional clinical supervision until such time that they become an LCSW. The LCSWs who provide the supervision should be compensated for the added responsibility and have an adjusted workload.
 - **Build Clinical Career Paths:** Employers need to develop career paths for senior clinicians to advance in the organization and be paid at an enhanced salary comparable to management positions. Experienced clinicians should not feel they must move into supervisory or management jobs to improve their economic status.
 - **Provide Funds and Release Time for Continuing Education:** Licensed social workers are required to attain 15 hours of continuing education per license year. All employers should offer reimbursement for completion of required continuing education and release time during work hours to attend relevant continuing education programs.

Social workers enhance the well-being of our state’s residents. Our work however is hidden by privacy for clients. We know that social workers are in demand, more so than ever. But demand without concrete support is not equitable. It is time for improved working conditions and increased compensation. The time for concrete supports for our social work workforce is now.

Providing Affirming Care & Cultural Sensitivity when Working with Transgender and Gender Diverse Youth & Populations



Presented by Jillian Celentano, LMSW via Zoom

Thursday, February 22, 2024, 10:30 am to Noon

1.5 Cultural Competency CEC

NASW/CT Members: \$30 ~ Non-Members: \$45 ~ Students: \$15

Abstract

To educate and bring awareness to attendees on the topic of working with transgender/gender diverse and nonbinary (TGGD) students/clients. The presenter will explore issues across the lifespan of the TGGD population, with consideration to developmental stages, based on education, experience as an advocate for TGGD community, and the presenter's own lived personal experience. The audience will become familiar with basic language, terminology, and tools that are extremely important when building rapport and trust with students/clients. Resources will be emailed to attendees to have for future references.

Learning Objectives

1. Attendees will understand how to better provide an affirming environment for transgender and gender diverse (TGGD) students/clients.
2. Attendees will gain familiarity and review language, terminology, and the importance of pronouns.
3. Attendees will be better able to know what questions to ask.
4. Attendees will explore what gender journeys are, and gain knowledge about the transition process.
5. Attendees will explore considerations when working with parents and families.
6. Attendees will gain greater insight regarding false information about gender affirming healthcare for TGGD youth

This will be an interactive presentation as attendees will be encouraged to share experiences and ask questions on this topic. The presenter strives to make the audience feel comfortable and supported throughout the presentation.

Bio

Jillian is a transgender woman who began her transition in 2016 at the age of 55. She recently received her bachelor's degree in psychology at Albertus Magnus College and her master's degree in social work at Southern Connecticut State University. She is an advocate, social worker, and has organized support groups for transgender/gender diverse children and young adults. Jillian co-authored two published transgender studies at Yale University and is a published author of her book, "Transitioning Later in Life: A Personal Guide." She is now working at a private practice as a therapist and educator for the transgender/gender diverse community.

[Click here to register.](#)

Thriving Therapists: Debunking Myths and Building Success

Dear Social Work Community,

In the dynamic world of therapy and social work, stories of resilience, growth, and success often go untold. Today, we're excited to share an exclusive opportunity that aims to change that narrative—introducing the "Thriving Therapists: Debunking Myths and Building Success" book anthology.



Overview

Objective: To create a groundbreaking anthology that showcases the diverse stories of therapists who have not only overcome burnout in agency work but have also achieved remarkable success and financial well-being in their careers.

Why Participate:

- *Elevate Your Brand: Contribute to a best-selling anthology that will bring greater recognition to your professional brand.*
- *Inspire Others: Share your journey of overcoming burnout, navigating challenges, and achieving financial success to inspire fellow therapists.*
- *Network and Collaboration: Connect with like-minded professionals, fostering a supportive community that values growth and success.*

Book Launch date goal: December 2024 (flexible)

Submission Guidelines:

1. **Title and Overview:** Provide a compelling title and a brief overview of your story, focusing on the evolution from burnout to success.
2. **Narrative:** Share your personal journey, challenges faced, lessons learned, and the strategies that contributed to your success.
3. **Financial Milestones:** Detail your financial progress, highlighting key milestones and strategies that significantly improved your income.
4. **Reflection:** Offer insights into how your experience can reshape the narrative around therapist earnings and encourage others to pursue financial success.

Submission Deadline:

Please submit your intention to participate and a brief outline of your proposed narrative by 2/23/24. If the proposed narrative is accepted, a zoom meeting will be scheduled to have further discussion.

Please email LaQueshia Clemons, LCSW at admin@freedomlifetherapy.com if interested in this opportunity.

2024 Annual Conference Exhibitor & Sponsorships Now Open!



EMPOWERING SOCIAL WORKERS!

Inspiring Action, Leading Change

Annual Conference Exhibitor & Sponsorship Opportunities

PARTNERING SPONSOR \$3,500

SAVE THE DATE POSTCARD SPONSOR \$2,500

CONFERENCE TOTE BAG SPONSOR \$2000

BROCHURE SPONSOR \$1200/1000

KEYNOTE SPONSOR \$900

LUNCH SPONSOR \$750

EXHIBIT TABLE SPONSOR \$550

TOTE BAG STUFFER SPONSOR

1 Promotional Item \$100.00

2 Promotional Items \$150.00

3 Promotional Items \$200.00

Brochure Full Page AD \$400

Brochure 1/2 Page AD \$275

Brochure 1/4 Page AD \$195

Brochure Business Card AD \$90

Each option offers benefits and opportunities too numerous to detail here:

[Click here for details.](#)

Or contact Pam Nixon at pnixon.naswct@socialworker.org for more information.

2023-2024 Diversity, Equity, and Inclusion Action Plan



INTRODUCTION:

The purpose of this document is to guide the National Association of Social Workers (NASW) Connecticut chapter in its governance, allocation of chapter resources, and programmatic activity to assure that issues of diversity, equity, inclusion, and affirmative action are embraced throughout the chapter. This document also serves the purpose of the National NASW requirement that each chapter maintain a diversity/affirmative action plan.

Diversity is defined by the NASW Standards and Indicators for Cultural Competence in Social Work Practice (2015), and as specified by the NASW Mission Statement and NASW Code of Ethics, Section 1.05. Cultural competence encompasses “race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, and mental or physical ability... and socioeconomic differences.”

Equity is defined by the NASW Diversity, Equity, and Inclusion Committee (n.d.) as action which “ensures that everyone has support and access to the resources needed to be successful, by identifying

and eliminating barriers that have prevented the full participation of all staff and members. Improving equity involves increasing justice and fairness within the procedures and processes of institutions and systems, as well as in the distribution of resources. Equity differs from equality. Equality refers to treating everyone the same but does not necessarily lead to equitable outcomes because diverse communities have diverse needs and have faced varying obstacles and inequities.”

Inclusion is defined by the NASW Diversity, Equity and Inclusion Committee (n.d.) as “a dynamic state of operating in which diversity is leveraged and power is shared to create a fair, healthy, and high-performing organization or community. An inclusive environment ensures equitable access to resources and opportunities for all. It promotes a sense of belonging. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are and for their contributions toward organizational and societal goals.”

GOVERNANCE:

The Connecticut chapter is dedicated to assuring a significant involvement in the chapter’s

Diversity, Equity, and Inclusion, continued

leadership by members of underserved and under-represented populations. The chapter seeks to have a broad representation of members in committees and networks. The chapter has a particularly strong history of involvement by the LGBTQIA community and aspires to continue its diverse representation. Likewise, since 1990, the chapter has had 5 presidents who were from under-represented populations and the current President is African American. Furthermore, all but 2 of the chapter presidents have been women. The chapter's 2023-2024 Board of Directors consists of 14 members; 12 are women, 7 are persons of color, and at least 1 is a member of the LGBTQIA community.

Goal:

- To have elected and appointed leadership that reflects the diversity of the chapter's membership.

Benchmark:

- The chapter's 2023-2024 ballot for the Board of Directors will include at least 20% of the candidates being persons of color and 70% women.

EMPLOYMENT:

The chapter is committed to having a diversified workforce. Currently, there are 3

employees, 2 of whom are women. If additional staff are hired, or an opening occurs for a current staff position, the chapter will request that the national office include use of media that reaches populations of color.

CHAPTER MEMBER ETHNICITY:

The ethnic percentages of the chapter's membership are self-reported, and not all members provide data. Please refer to the data chart below.

Ethnic Percentages: As of July 31, 2023:

African American: 6%
 American Indian/Native American: less than 1%
 Asian: 1%
 Did Not Specify: 26.6%
 Mexican: less than 1%
 Other Hispanic: 2.2%
 Other: 1.5%
 Puerto Rican: 2%
 White: 61%

CULTURALLY COMPETENT TEAMS:

The chapter has a very active Latino/a Social Workers Network and Committee on Diversity, Equity, and Inclusion.

The Charge of the Latino/a Social Workers Network includes several objectives, including the aim to ensure the Connecticut chapter proactively addresses issues relevant to Latino/a social workers and the Latino/a community.

Goal:

- To continue the Latino/a Social Workers Network as an active component of the chapter that addresses the interests of Latino/a social workers.

Benchmarks:

- The Latino/a Social Workers Network will hold a recognition event for Latino/a social workers.
- The Latino/a Social Workers Network will continue their successful community-based Mentoring Program for MSW student mentees and their mentors (professional Latino/a social workers).

Diversity, Equity, and Inclusion, continued

- The Latino/a Social Workers Network will hold various virtual social gatherings per year.
- The events outlined above may be held in-person or virtually as health protocols advise.

The Committee on Diversity, Equity, and Inclusion Charge includes: (a) to support social justice and diversity through social work and development, (b) advance professional standards, (c) and improve services related to awareness of diversity, equity, inclusion, and oppression.

Goal:

- To continue the work of the Committee on Diversity, Equity, and Inclusion as an active component of the chapter addressing professional development, standards, and ethics regarding diversity, equity, inclusion, and oppression.

Benchmarks:

- Continue to utilize the committee to review and make recommendations on chapter policies and programs.
- Continue to utilize the committee to assure that continuing education events offered by the chapter include trainings related to diversity and workshops at the annual chapter conference.

PROGRAM:

The Connecticut Chapter's programs and activities reflect a commitment to diversity. Examples of this include: (a) chapter conferences including ongoing workshops and conversations related to gender identity/expression, race, ethnicity, sexual orientation, and ableness; in a way that promotes and values diversity of perspectives, approaches,

and insights by social workers on the pertinent issues of our times; (b) newsletter articles on topics related to diversity, inclusion, and equity; (c) support of legislation related to members of underserved and under-represented populations.

Goal:

- To increase the incorporation of issues of diversity, equity, and inclusion, and cultural humility and competence within the programs, priorities, and activities of the Connecticut chapter.

Benchmarks:

- The Annual Conference Planning Committee will include workshops, content, and presenters that reflect the diversity of the membership and populations social workers in Connecticut work with on a daily basis.
- Connecticut has a license renewal continuing education mandate for one hour per year of training on cultural competence. The chapter will conduct at least 2 stand-alone workshops that qualify per year.
- Connecticut has a license renewal continuing education mandate for two hours per every 6 years of training on veterans and veterans' families. The chapter will conduct at least 1 stand-alone workshop that qualifies per year.
- The chapter will encourage our regional units to offer at least 1 workshop per year on a topic related to cultural competence.
- The chapter's legislative agenda will include support of legislation that addresses issues of diversity, civil rights, and social justice.

EXTERNAL:

The Connecticut chapter actively participates in and supports a variety of advocacy efforts through work

Diversity, Equity, and Inclusion, continued

in coalition with other organizations. This work frequently includes issues relevant to persons of color, women, LGBTQIA individuals, persons of varying abilities, and members of other underserved and under-represented populations.

Goals:

- To support efforts that address issues related to older adults, racism, sexism, homophobia, health and economic disparities, and the advancement of civil rights and social justice.
- To conduct business with entities owned by women and other under-represented populations.

Benchmarks:

- The chapter will annually review business arrangements to assess the number of entities that are owned by women, persons of color, and other under-represented populations.
- The chapter will support training in Connecticut addressing older adults, anti-racism, racial justice, and cultural competence.
- The chapter will participate in efforts to educate candidates for election as to diversity issues each election cycle.
- The chapter will support legislation that addresses issues related to members of underserved and under-represented populations.
- The chapter will participate with organizations in Connecticut whose work reflects goals or values of diversity and inclusion.

EVALUATION:

The chapter will review and update this plan at least annually using the benchmarks stated here. Since the chapter needs to make adjustments to respond to changes in the environment in which we function, this document will be revised accordingly. Thus, it is to be seen as “a living plan” that is visited at least annually to assure its relevance. The Committee on Diversity, Equity, and Inclusion will conduct an initial review and may make recommendations to the Board of Directors. The Board of Directors will take responsibility for final revisions to this plan.

Revised and Adopted by the Chapter Board of Directors, 12/12/23

References

National Association of Social Workers. (2015). *Standards and Indicators for Cultural Competence*

in Social Work Practice. <https://www.socialworkers.org/Practice/NASW-Practice-Standards-Guidelines/Standards-and-Indicators-for-Cultural-Competence-in-Social-Work-Practice>

National Association of Social Workers Diversity, Equity, and Inclusion Committee. (n.d.). *NASW*

Diversity, Equity and Inclusion Committee Charter. National association of social workers.

<https://www.socialworkers.org/About/Diversity-Equity-and-Inclusion/Diversity-Equity-and-Inclusion-Committee-Charter>



2024 Legislative Agenda

Advancing Racial, Economic, Environmental, and Social Justice

NASW/CT supports legislation that specifically promotes elimination of inequities and disparities relating to race, class, gender, ethnicity, and disability. We seek actions that promote anti-racist policies and culturally responsive practices in all aspects of community life, including but not limited to social services, health care, mental health and addiction services, childcare, air and water quality, reproductive rights, education, affordable housing, employment, transportation, and equitable access to capital and justice. These actions address the feminization of poverty through the lens of intersectionality, issues of environmental justice, and the inequitable impact of Covid-19.

NASW/CT supports increasing access to high air quality; promotes clean water legislation; and adding an environmental justice amendment to the constitution. We call for banning genital mutilation and cutting as well as human trafficking. Furthermore, NASW/CT pushes improvements to childcare access. We also advocate for implementing zoning reforms which include diverse housing, including shelter access for individual(s) and families.

Protecting Safety Net Services

NASW/CT holds the position that every Connecticut resident and family should be able to meet their basic human needs. We oppose cuts to safety net programs that serve Connecticut's most vulnerable populations and support programs that prevent individuals from falling into poverty, including temporary assistance for unbearably high energy costs.

NASW/CT promotes actions that advance Medicaid expansion within the state, including dental care as well as vision care. We support getting away from

means testing and raising the income and asset limits for all underserved people. These actions would guard against any benefit cliff.

NASW/CT calls for raising the lifetime limit of Connecticut's Temporary Family Assistance to 60 months. We also support fully funding high energy cost needs, such as low-income energy assistance, housing services, and food security programs; and enforcing tenant rights to safe, affordable, and livable housing including rent stabilization and control. NASW/CT also supports increased assistance for youth aging out of DCF custody.

Expanding Access to Comprehensive Medical and Behavioral Health Care

NASW/CT believes that every Connecticut resident has the right to accessible, comprehensive health care. We support public options for health coverage, expansion of Medicaid/HUSKY eligibility to 201% of the federal poverty level, and Medicaid coverage for undocumented immigrants. NASW/CT supports Medicaid funding for social work services provided through home health care agencies. NASW/CT also calls for increasing asset limits for and reducing restrictions to qualify for Medicaid programs.

NASW/CT encourages integrated health care that provides a continuum of care. We also push legislation that addresses the ongoing behavioral health needs brought on by Covid-19, focusing on the needs of all. NASW/CT endorses the continued expansion of school-based mental health clinics and the employment of school social workers, school psychologists and school counselors in every school with a ratio of one school social worker per 250 students. NASW/CT calls for adding licensed social workers in family courts and urgent medical care centers as well as community social workers in libraries. We back appropriate and expanded use of peer support and community health workers.

Legislative Agenda, continued

NASW/CT advocates for legislation that permits social work consultation for homeless shelters.

NASW/CT supports legislation that increases emergency transportation and procedures connecting children with mental health crises to Urgent Crisis Centers instead of the emergency room; includes 9-8-8 as a referral source; and expands access to Urgent Crisis Centers to include all age groups, the disabled, and vulnerable populations. We also push increasing crisis beds as well as in-home-based service availability and development.

NASW/CT calls for telehealth provider services made permanent; and removal of the sunset date of June 30, 2024 for out of state licensed social workers to treat existing clients temporarily in Connecticut without state licensure and encompassing all licensed behavioral clinicians. NASW/CT promotes legislation that limits retroactive denials of health insurance claims for behavioral health services to one year and requires the Connecticut Insurance Department to take affordability into consideration when reviewing and approving health insurance rates proposals.

Policing, Justice, and Prison Reform

NASW/CT supports legislation that reduces recidivism rates by reallocating funds from incarceration to decarceration by focusing on more culturally responsive community-based programs to address substance misuse, suicide prevention, domestic violence, crisis interventions, and mental health care.

NASW/CT supports legislation that specifically promotes youth justice reform: increases parole eligibility for minors; raises the age of child arrest from 10 to 14 years old; bans placing youths in adult prisons; automatically erases youth records at age 18; and bans the use of chemical agents on youths.

NASW/CT supports legislation that eliminates money bail and increases re-entry services. We advocate for decreasing the need for police responses by routing mental health crises to appropriate services with trained mental health clinicians and/or peer support trained personnel. We call for eliminating strip searches, implementing sentence adjustments for legalized cannabis offenses as well as minor offenses, and promoting community-based sentencing for specific offenses by low-risk primary caregivers to improve family and community connections. NASW/CT promotes acknowledging adverse community trauma and addressing structural and historical neglect. We also call for ending the practice of incarcerated inmates having to pay for their incarceration.

Voting and Election Reform

NASW/CT supports encouragement of voting by all eligible residents, making ballot boxes permanent, and promoting no-excuse absentee voting.

NASW/CT encourages the legislature to uphold the right to vote for incarcerated individuals.

Tax Reform

NASW/CT supports tax reform that promotes economic justice. We support increased income taxes on the wealthy, expansion of the estate and gift tax, creating a surcharge for ammunition to support violence protection programs, and establishment of a surcharge on investment income, and a sunset on corporate tax breaks. To address the growing inequity, we support a permanent state Child Tax Credit to supplement, and supplant, the temporary relief of the federal and state credits.

Protecting and Strengthening the Profession

NASW/CT supports legislation that allows social workers to practice at their highest level of scope of practice. We support measures to assure workplace

Legislative Agenda, continued

safety, inclusive of physical and emotional trauma and personal protective equipment. NASW/CT supports legislation that addresses the need for improved safety measures for health/home care and social service workers.

We recommend concrete steps to support the current workforce of social workers in all areas of practice and support the interstate social work compact. We call for reasonable staffing ratios in direct practice settings such as, but not limited to schools, correctional facilities, child welfare, health care facilities, and mental health clinics. We promote inclusion of social workers on relevant statutory advisory committees, task forces, commissions, and working groups, including those related to policy development.

NASW/CT promotes the inclusion of social workers as professionals in the capacity of community organization, social policy, and administration. We support the expansion of social work professional positions to include community organization and policy work at the LMSW level. Upon completion of required supervised hours of practice, we recommend advanced Macro licensure to enhance the specialization in these areas of social work. We

recommend including an expansion of positions within the Department of Administrative Services and social service agencies for those with LMSWs that specialize in community organization and social action.

NASW/CT supports lowering the LCSW annual renewal fee to \$125 to match the LMSW fee, given that Connecticut has the highest annualized clinical licensure fees of any jurisdiction.

NASW/CT calls for the legislature to increase funding for social work salaries and retention bonuses. NASW/CT supports longevity bonuses for social workers with 5 or more years with one employer as well as building clinical career paths with senior clinicians paid comparable to management positions. NASW/CT advocates for continuing education funding for all licensure levels. NASW/CT supports tuition reimbursement for BSWs that stay with their employers after obtaining MSW credentials.

NASW/CT calls for legislation that requires nursing homes to hire BSWs and MSWs with one year of health care experience for the position of nursing home social worker.

Members in the News



Carol Awasu, Ph.D., LMSW, has been appointed to the NASW CT Board of Directors as a Member At Large. Dr. Awasu is the Director of the MSW Program at Quinnipiac University.

Yvette Tyndale, LCSW has been appointed to the National Committee on Nominations and Leadership Identification for NASW. Yvette will represent the Connecticut and New York City Chapters on the committee. Yvette is also the chair of the NASW/CT Ethics Committee. Yvette can be contacted at

yvette.tyndale@outlook.com



Social Work Compact and Connie Updates

Social Work Compact: As we prepare for the 2024 legislative session that begins on February 7th, we have good news on the Social Work Compact. It is anticipated that the Compact will be raised for consideration by the Public Health Committee. This year is a “short session” meaning that we will have 3 months to pass the Compact through committees and both chambers of the legislature.

For the Compact to take effect it must first be approved by seven states. So far only Missouri passed the Compact in 2023. A good number of states are introducing the Compact in their legislatures in 2024 and it is anticipated that the seven-state threshold will be met in 2024. Once that occurs the initial states

must appoint a representative to a commission that will develop operating rules and initiate the actual compact. That process is likely to be at least one year and possibly more.

Once the Compact is raised as a bill, NASW/CT will notify members that it is time to contact your state legislators. This will begin with members who have legislators on the Public Health Committee and as the bill progresses through the legislative process, we will contact members when the bill is before your legislator(s). **To be successful we will need a strong lobbying response from social workers.**



Connie: The Office of Health Care Strategies (OHS) that oversees Connie has clarified that no obligations to connect or share information with Connie will be enforced until policies and procedures or regulations are in place. This important development means, for now, providers are not required to sign any agreements, connect to Connie, or share data. There is no reason for concern of action being taken against a provider that has not registered for Connie or signed the Connie contract. Providers are of course welcome to participate in Connie if they so choose.

OHS must develop policies and procedures for Connie. OHS anticipates a draft will be completed by the second quarter of 2024. At that time NASW/CT will inform

members who may want to submit comments. Final decisions on who must participate in Connie and what information must be shared will be amongst the information determined by OHS. **Until such time as final policy is in place providers need not take any action related to Connie.**

CT Statute calls for providers to have registered with Connie by May 3, 2023. Providers may still register. Once registered, Connie will seek to have you sign a contract as the next step. You do not need to go beyond the initial registration and can ignore Connie requests regarding the contract while we await final policy and procedures to be adopted.

A Call to Leaders

Have you thought about taking on a leadership role in your chapter?

Or perhaps you know someone who would make a
terrific chapter leader?

If so, now is the time to let us know!

Being an elected leader on the Board of Directors of the NASW/CT Chapter provides you with the opportunity to have a direct say in the chapter's programs, policies, use of resources, and future directions. It's also a terrific way to meet colleagues from throughout the state and to gain a feel for the pulse of social work practice in Connecticut. You will be providing the Association with your expertise and in turn making networking connections that will help in your own career advancement. Truly it is a win, win situation that's enjoyable too!

In developing the ballot, the chapter seeks to successfully meet the chapter's diversity plan, geographic representation, and representation from diverse fields of practice. All nominees are given full consideration and while we may not be able to offer all nominees a place on the ballot these individuals are often considered for other leadership appointments within the Chapter.

NASW/CT is seeking members to serve on the Board of Directors as **Vice President, BSW & MSW student representative, 2 At-Large Members**. Terms of office for the Board are for three years, except the student representatives that are one year.

The Board of Directors meets quarterly and virtually 6-8 PM the second Tuesdays of the months of September, December, March and June.

If you are interested in being nominated for a chapter leadership position, would like to know more about available elected opportunities or would like to recommend a colleague please contact Steve Wanczyk-Karp at the Chapter Office – 860-212-4054 or skarp.naswct@socialworkers.org



The NASW/CT 2024 Advocacy Fund Drive

Out of crisis comes opportunity. This is Social Work's Time!

Our Legislative Agenda Includes:

Social Work Legislation

Reducing annual LCSW license renewal fee to match the LMSW fee;
 Passing the Social Work Compact;
 Regulating "claw backs" by insurers to one year limit;
 Making the telehealth statute permanent;
 Codifying state regulation requiring a social work degree for nursing home social work;
 Making permanent allowing out of state licensed social workers to treat clients temporarily in CT without attaining a CT license;
 Addressing ongoing issues with Connie;
 Acting to support the current social work workforce;
Defeating any bills that infringe on social work practice;

Social Justice Issues

Protecting the safety net for Connecticut's most vulnerable citizens;
 Addressing access to comprehensive health and behavioral health care;
 Expanding mental health services in schools;
 Furthering criminal justice reforms;
 Advancing racial, economic, and environmental justice;
 Adding Medicaid coverage for undocumented immigrants of all ages;
 Expanding TANF life time cap to the federal maximum of 60 months;
 Expanding HUSKY D benefits and eligibility;
 Increasing funding for community non-profit providers;
 Banning female genital mutilation;
 Promoting progressive revenue sources to pay for human services.

All donations of \$35 or greater received by March 30, 2024 will be entered in a drawing for a \$100 American Express Gift Card.

YES I AM BUILDING SOCIAL WORK POLITICAL POWER!

\$500____ \$250____ \$100____ \$50____ \$35____ \$25____ \$10____ Other____

Name: _____

Address: _____

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Name on Credit Card _____

Credit Card Type: _____ Card No. _____

Expiration Date: _____ 3 Digit Number on Back of Card: _____

Send Checks To: NASW/CT Advocacy Fund, 2139 Silas Deane Hwy. Ste. 205,
 Rocky Hill, CT 06067 or donate online www.naswct.org

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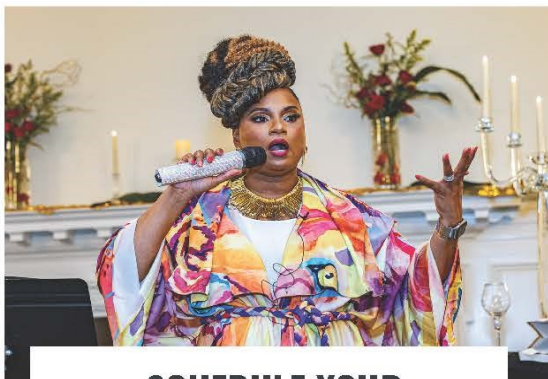
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2024

Feb 23 & 24, 2024

Friday (9:00 - 4:30pm)
 Saturday (9:00 - 2:30pm)
 Hartford, CT
 (lunch is included)

**Registration Opens
 November 28th**

\$25 UConn Social Work Students

\$99 All other Students

\$199 Others*

*Attendees eligible to earn
 12 CECs

Schools who wish to register students
 can email: ssw.ce@uconn.edu

For travel information and more, go to
politicalinstitute.uconn.edu

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Scan to register or
 visit: s.uconn.edu/cs2024



Register early, space is limited!

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Politics is social work
 with power. Senator Barbara Mikulski

Consider Yourself Asked!

Politics affects everything we do as social workers and citizens. Yet it can feel overwhelming and a game only for insiders. The Campaign School for Social Workers is for anyone who wants to be more politically active as a leader, volunteer, advocate and/or candidate to amplify their impact to create positive change.

You will learn from political social workers and national experts why you belong in politics, how you can support a more inclusive and responsive democracy, and why your values are your superpower in these challenging and divisive times.

TOPICS INCLUDE:

Political Campaign Basics Campaign & Volunteer Leadership
 Raising money (yes, you!) Ethics in politics
 Messaging Representation and power

Day One is led by Kate Coyne-McCoy, MSW, a national leader who has trained more than 9,000 candidates and directly assisted with hundreds of successful elections from school board to U.S. President and around the world.

Day Two, led by Tanya Rhodes Smith, MSW, features conversations with elected officials, powerful discussions on race and representation and interactive workshops.

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 POLITICAL SOCIAL WORK

NASW/CT Monthly Peer Ethics Support Group



NASW/CT Ethics Committee continues Virtual Peer Ethics Support Group! This group is free and open to all NASW Members. The purpose of this group is to provide social workers professional, educational, and peer support related to ethical challenges and dilemmas. The following dates are scheduled for 2024:

January 25, 2024

March 28, 2024

June 27, 2024

October 24, 2024

Who can join the Peer Support Group?

-NASW Members from any chapter can join the support group. Social workers who work in a variety of practice settings are welcome to attend!

When does group take place?

-Group will occur the 4th Thursday of January, March, June, and October from 6:30pm-7:30pm (EST).

How do I sign up?

-An email can be sent to Yvette Tyndale, Ethics Committee Chair at yvette.tyndale@outlook.com to register. 10 spaces will be available each month.

Is the group open or closed?

-This is an open group. New members are welcome each month!

Ethics Committee Updates

NASW/CT Ethics Committee thanks all who participated in the Ethics Committee Call to Membership in 2023! Six new members joined the committee in 2023!

Members of NASW/CT Ethics Committee

Yvette Tyndale
Suzanne Rosenberg
Amber Borges
Chantel Herron
Robin Seymour
Virginia Lee
Molly Gavin
Bernadette Hackett
Catalina Caban-Owen

Ethics Updates

The Professional Review Task Force is developed January 2024 and will address and review foundational aspects of NASW's Professional Review program design and the current NASW Procedures for Professional Review. This review will explore the need for an NASW professional review process as a result of the significant changes to the social work regulatory climate since its inception in

1967. In addition, the Task Force will be charged with recommending comprehensive changes to the NASW professional review process to include consideration of alternative methods of reviewing ethics complaints; addressing concerns about subjecting members to "double jeopardy" in the review of matters that have been reviewed in other venues; and are consideration of the types of cases accepted. Special consideration will be given to simplifying the procedures based on input from key stakeholders who support the administration of the professional review process.

Social Work Workforce Coalition will launch a census for social workers March 2024. Goal is to learn about social workers and what they do, workforce data will be shared with the profession, and the social work census will form the core of the practice analysis for the next iteration of the social work licensing exams

Want to reach out to NASW/CT Ethics Committee? Contact Yvette Tyndale, Committee Chair at yvette.tyndale@outlook.com.

CE Institute

Seeking Online Education for LCSW Renewal?

Visit the NASW/CT website www.naswct.org and click on the CE INSTITUTE. Here you will find a wide range of online classes and webinars all with continuing education credits. Remember CT LCSW renew allows up to 10 hours of home study including online education. Live webinars count the same as in-person programs.

No matter what practice field you are seeking education on you will find it at the NASW CE INSTITUTE @ <http://naswwa.inreachce.com/>



**National Association of Social Workers
Connecticut Chapter LATI-
NO/A SOCIAL WORK NETWORK**

~2024 MENTORING PROGRAM~

SOCIAL. CULTURAL. EDUCATIONAL. PROFESSIONAL.



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Mentoring for:

Latino/a BSW, MSW Students, MSW/LMSW Postgraduates

Celebrating Success Together: Mentorship by Latino/a Senior Professional Social Workers

Mentoring Schedule Includes the Following Focused and Structured Mentoring Meetings:

January 26th- Leading the Way: Social Work Engagement and Leadership

February 23rd – Mastering the Social Work Salary Game: The Art of Negotiation & Making-Money

March 29th- Unlocking Success: Candid Conversations on School, Work, and Internships

April 26 – Unlocking Your LCSW Future: A Credentialing and Private Practice Blueprint

You will also have the opportunity to be mentored as needed on a one-on-one basis!

**FOR MORE INFORMATION OR
TO APPLY TO BECOME A MENTEE or MENTOR
Contact us at LSWCTMentoring@gmail.com or text Reina @ 8602090696**

NASW/CT Latino/a Social Workers Network 2024 Mentoring Program Q & A

What is the Latino/a Social Workers Network Mentoring Program?

The Mentoring Program's primary objective is to offer Latino/a social work students and post graduates a distinctive and empowering experience by pairing them with senior professional social workers. This culturally sensitive program centers around the cultivation and reinforcement of relationships between seasoned social workers, who serve as mentors, and Latino/a social work students, known as mentees. Key Latino/a cultural values, including familismo, personalismo, confianza, and colectivismo, are integral in nurturing the bonds between mentors and mentees. These values underpin the foundation of the program and foster a deep sense of trust and connectedness. The program's ultimate aim is to equip Latino/a social work students and postgraduates with enhanced skills, enabling them to adeptly navigate the complexities of professional practice across diverse settings.

What is the format or structure of the Mentoring Program?

The 2024 Mentoring Program follows a community mentoring model, offering a structured approach to mentorship. This program's community mentoring component encompasses four virtual, interactive, and discussion-based meetings taking place from January to April. These meetings will revolve around critical topics including program orientation, social work professionalism, negotiation skills, career development, and program evaluation/celebration. Additionally, we have organized social networking events where participants can meet in person and foster connections within the community. Individual mentoring relationships between mentors and mentees can be established during the program, allowing for personalized guidance and support. Outside of the community meetings, mentor-mentee pairs will engage in communication through various channels, such as phone, online platforms, or in-person interactions, facilitating the development of one-on-one mentoring relationships.

Who can participate in the Mentoring Program?

This program is open to all Latino/a BSW, MSW students, and MSW/LMSW postgraduates who are or will become NASW members. Potential mentors should identify as Latino/a, possess MSW degrees, be an NASW members, and have at least five years of post-MSW professional experience. For information on NASW membership, please go to www.socialworkers.org/Join.

What is the time commitment needed to participate in the Mentoring Program?

All 2024 Mentoring Program community mentoring meetings are held via Zoom on the following Fridays, 6-8 pm: Jan. 26, Feb. 23, Mar. 29, and Apr. 26. Mentors and mentees are expected to attend all four of these meetings.

If you're interested in applying as a mentor or mentee or would like more information, please contact the Network Chair, (Reina) Lleidy De Leon at LSWCTMentoring@gmail.com.

VETERAN SOCIAL WORKERS OF CONNECTICUT

We are military veterans who are social workers

We are united in maintaining a life of meaningful purpose through our shared histories and ongoing commitments of service to each other and our local communities based in social work values

We provide a support network for military veterans who are practicing social workers and social work students, engage in advocacy and education relating to veteran



**issues, and seek to recruit more veterans into the social work profession
Join us if you are a military veteran who is currently a social worker or
a student veteran who is interested in becoming a social worker**

Email: VetSocialWorkers.CT@gmail.com



***Veteran Social Workers
of Connecticut***

A Committee of the NASW-CT

Upcoming SWES Exam Prep Courses



2024 LICENSE EXAM PREP COURSE SCHEDULE ALL COURSES ONLINE VIA ZOOM!

- February 3-4 — Two-day Course
- March 30 — One-day Intensive
- May 4-5 — Two-day Course
- June 1-2 — Two-day Course
- August 15-16 — Weekday Two-day Course
- October 19 — One-day Intensive
- November 16 - 17 — Two-day Course

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Contact Information

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Rocky Hill, CT 06067

(860) 257-8066
Fax: (860) 257-8074

naswct.naswct@socialworkers.org
www.naswct.org

Change Membership Data
National Office, DC 800-742-4089*
*Members can make changes online www.socialworkers.org

NASW Assurance Services 855-385-2160

LCSW Exam Application—Department of Health 800-509-7603

Ethical Questions 860-257-8066 x202
Stephen Wanczyk-Karp, NASW/CT Executive Director skarp.naswct@socialworkers.org

Committee Participation
NASW/CT Chapter Staff 860-257-8066

Licensing Questions
NASW/CT Chapter Staff 860-257-8066

Continuing Education Information/Conference Questions 860-371-8183
Pamela Nixon, Manager of Continuing Education, pnixon.naswct@socialworkers.org

Bookkeeping 860-257-8066 x203
Nicole LePore, NASW/CT Bookkeeper naswbookkeeper.naswct@socialworkers.org

Website, Newsletter, Advertising & Labels 860-257-8066
Meghan Maxwell, NASW/CT Office Administrator mmaxwell.naswct@socialworkers.org