



# CalSWEC

California Social Work Education Center

*Leadership. Partnership. Workforce Development.*

## Meeting: CalSWEC Advisory Board

Date February 10, 2022

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| Attendees | <p><b>Advisory Board:</b><br/>Kari Beuerman, Natalie Bolin, Shelby Boston, Vida Castaneda, David Foster, Sarah Gehlert, Maria Gurrola, Percy Howard, Tracy Kent, Carolyn McAllister, Nancy Meyer-Adams, Antonette (Toni) Navarro, Susan Roll, Kim Rutledge, Jerry Shapiro, Deborah Son, Jennifer Tucker-Tatlow</p> <p>Excused: Linda Burton, Kathryn Kietzman</p> <p>Absent: Amy Levin, Dave McDowell, Stuart Oppenheim, Yvette Willock</p> <p><b>Presenters:</b><br/>Sabrina Agarwal, Loc Nguyen</p> <p><b>Staff:</b><br/>Christopher Cajski, Hawkin Chan, Carrie Cuy, E. Maxwell Davis, Gabriela Fischer, Shifra Gaman, Kimberly Mayer, Mavis Njoo-Lau, Vanessa Rezos, Carolyn Shin, Mauricio Wright</p> <p><b>Participants:</b> Timothy Bussell, Alana Dussell, Julie Gould, Anne Herendeen, Amalia Hernandez, Lorene Ibbetson, Jamie Jensen, Omar Lopez, Minola Clark Manson, Carol Mroz, Sara Mullen, Michelle Rainer, Duan Tran, Cheryl Whittle</p> |
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## Agenda/Topics

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| Welcome and Advisory Board roll call       | Kim and Toni welcomed Advisory Board members.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Approval of agenda                         | The agenda was approved.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Approval of minutes from October meeting   | The minutes from the October 21, 2021 meeting were approved.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Approval of committee member Natalie Bolin | Natalie Bolin, Deputy Director, Tulare County Behavioral Health was approved as a County Behavioral Health Director (CBHDA) representative.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Nominating committee updates:              | <p>Welcoming:</p> <ul style="list-style-type: none"> <li>Newest committee member Natalie Bolin LCSW was a Title IV-E Stipend student graduate in 2007. She spent 18 years in child welfare and came over to Behavioral Health about 2 ½ years ago. She is also an adjunct professor at Fresno Pacific University and is completing her doctorate at UFP.</li> </ul> <p>County Welfare Directors Association of California and County Behavioral Health Director recruitment update:</p> <ul style="list-style-type: none"> <li>Two CWDA seats are open. Shelby Boston agreed to try to recruit one or two people at the next CWDA meeting.</li> <li>One CBHDA seat is open. Kim Mayer, Natalie Bolin, and Toni Navarro will work on recruitment.</li> </ul> |

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| <p>Financial Report Summary</p>                                         | <p>Jennifer Tucker-Tatlow, Treasurer, reviewed Quarter 1 financials:</p> <ul style="list-style-type: none"> <li>• Title IV-E continues to represent a majority of the revenue stream.</li> <li>• Subawards for the Title IV-E program are the majority of expenses to support our university partners.</li> <li>• Invoicing is low because many universities wait until Quarter 2 to invoice CalSWEC.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <p>CalSWEC staff updates, including COVID-19 impacts and innovation</p> | <p><b>Title IV-E Program (Carolyn Shin)</b></p> <ul style="list-style-type: none"> <li>• Renewal of biannual contract with CDSS submitted in November (in progress) which includes two key changes. <ul style="list-style-type: none"> <li>i. Seeking to implement Tribal Social Services stipend program next fall which includes additional funding.</li> <li>ii. Allowing Juvenile Probation as a qualifying agency for field placement and employment obligation in partnership with PPF representatives.</li> </ul> </li> <li>• In the midst of Virtual Summit. The Job Fair on January 14<sup>th</sup> launched the Summit and included 185 IV-E students and 23 agencies. Over 96% of participants felt that the event was effective and helpful to determine their future employment.</li> <li>• Session I of the Virtual Summit on Identifying the Impact of Intergenerational and Racial Trauma in Child Welfare had 344 viewers at its peak. Vida Castaneda was a panelist. So far, 100% of viewers felt that the session was effective and that they will use what they learned in their current work.<br/>**Save the date: Session II - March 2<sup>nd</sup></li> </ul> <p><b>Child Welfare In-Service Training Program (Vanessa Rezos)</b></p> <ul style="list-style-type: none"> <li>• Currently amending contract for FY 22-23, working closely with the Training Support Unit at CDSS.</li> <li>• Major curricular launches: <ul style="list-style-type: none"> <li>i. Common Core 3.5 released July 2021 through California Child Welfare Training statewide learning management system known as CACWT. All academies have delivered at least one full cohort. There will be quarterly revisions.</li> <li>ii. Supervisor Core launched January 2022 with few changes. <ul style="list-style-type: none"> <li>1. T for T (Training for Trainers) will take place on February 18 on changes.</li> <li>2. T for T 2020 edited videos are available in CACWT.</li> </ul> </li> <li>iii. Father Engagement is continuing training topic for this fiscal year. Working with Northern Training Academy and CDSS to develop that curricula.</li> <li>iii. Biggest change is with evaluation. Have the Fidelity Assessment Tool which the Evaluation Development Team worked on this last year. Pilot is from January through June. CalSWEC will be observing at least 30 trainings. This will be a planning year working on an evaluation revision in monthly meetings.</li> <li>iv. September 15 and 16, 2022, Fairness and Equity Symposium is back (last held 2017) titled “Advancing Equity Through Prevention.”</li> </ul> </li> </ul> |

### **Integrated Behavioral Health Program (E. Maxwell Davis)**

- IBH BHWET
  - i. Recruiting for IBH BHWET Training Program.
  - ii. Preparing for the May IBH Symposium.
- MHSAs Stipend Program
  - i. Follow up with stipend graduates. Program is ending and there are no extensions past June 30, 2022.
  - ii. White paper on retrospective study on MHSAs Stipend Program is complete.
- Guide to MSW Field Education for Community Health Centers to develop field placements at their sites is almost completed with the California Primary Care Association.
- Statewide Behavioral Health Workforce Development Efforts
  - i. Sent out surveys last summer, please complete if you haven't already done so.

### **Adults and Aging Program (E. Maxwell Davis)**

- Evaluation of APS Stipend Program pilot project ended in June 2021, and post-hoc Highland evaluation project will begin when contract with CDSS is fully executed.
- Statewide APS Training Program funded for 2021-23 will begin when contract with CDSS is fully executed. Still planning to implement the program next fall and hope to have the launch with 50 students around the state.
- Collaboration with BASSC and the Mack Center around Adults and Aging workforce issues. Disseminated a white paper in December 2020 based on statewide survey of workplace policies and practices and workforce needs in California Adult Services.

### **Technology and Instructional Design (Christopher Cajski)**

- Employee changes:
  - i. Shalvena Sharma: Project Policy Analyst, re: CACWT help desk, accessibility remediation started January 1.
  - ii. Mauricio Wright: New title-Manager, Learning Management Systems (LMS).
- New eLearnings on RFA background checks in partnership with CDSS.
- CalSWEC website will have changes to approximately 20 tool kits.
- Virtual Home Simulation of VR originating from University of Utah is pushing forward academically with the newly renamed Cal Poly Humboldt. On the In-Service Program side, there is some forward movement with CDSS.
- Virtual Motivational Interviewing is also being developed by the University of Utah, looking at reviewing the app in May with a potential pilot in summer or fall in California.

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|                   | <p><b>Center Director Updates (Kim Mayer)</b></p> <ul style="list-style-type: none"> <li>• COVID-19 remains at the top of the list of things to manage. Continuing to innovate/adapt with staff and partners. Looking at how to do better virtual trainings with technology.</li> <li>• Social Worker workforce development efforts with NASW-CA, CWDA, CADD, and legislative efforts. There is a substantial investment in workforce development in the Governor’s Budget Proposal.</li> <li>• Submitted a planning proposal for Behavioral Health Workforce Development strategies to California HHS/OSHPD, now Department of Health Care Access and Information (HCAI). These are Emergency Relief Funds (ERF) authorized by the American Rescue Plan (ARP) to be used over four or five years.</li> <li>• Ongoing website updating and development. Hawkin Chan, Digital Communications Specialist, posted a new page highlighting Diversity, Equity, Inclusion and Belonging (DEIB) which includes commitment by staff and resources for other organizations. Allen Lipscomb, CSU Northridge, providing staff training &amp; consultation on DEIB over the next few months .</li> <li>• Regional meetings <ul style="list-style-type: none"> <li>i. Bay Area Social Services Consortium (BASSC) staffed through Berkeley Social Welfare is a consortium of Bay Area County Social Service departments and four Bay Area Social Work universities. Meeting to discuss and plan workforce development. As mentioned by Maxwell Davis, in collaboration with BASSC, a white paper has come out based on a statewide survey of workplace policies and practices and workforce needs in California Adult Services.</li> <li>ii. Southern Area Consortium of Social Services (SACHS) Thank you to Jennifer Tucker-Tatlow for the invitation to this meeting which is a similar consortium in Southern California. Overlapping themes of workforce development.</li> </ul> </li> </ul> |
| Committee reports | <p><b>Executive Committee (Antonette [Toni] Navarro)</b></p> <ul style="list-style-type: none"> <li>• Discussed the calendar for the year. Will remain remote and hope to return to in-person meetings next fall. Agreed to continue to meet three times a year. Discussed potential ideas for ongoing discussion at the Advisory Board and honored to have the two presenters we have today.</li> </ul> <p><b>Capacity Building and Planning Committee (Kim Mayer and Jerry Shapiro)</b><br/> Jerry could not attend the meeting at the last minute so Chris Cajski and Kim Mayer facilitated the meeting and had great participation.</p> <ul style="list-style-type: none"> <li>• Did a pulse check for COVID 2.0 and looked at the four areas our committee has been discussing on this topic:</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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|                                                | <ul style="list-style-type: none"> <li>i. Social work education and instruction impact.</li> <li>ii. Field placement impact.</li> <li>iii. The workforce impact in terms of campuses and agencies.</li> <li>iv. Diversity and inclusion challenges.</li> </ul> <p>We are at a new phase of COVID, more campuses are bringing back faculty and students. Challenges with hybrid learning and working Hybrid sometimes makes things more challenging for someone who may be on Zoom part of the morning and then must drive to campus later.</p> <ul style="list-style-type: none"> <li>• There are ongoing challenges of field placement as when a student is in a field placement in-person while the staff is primarily remote. Counties are trying to attract more interns. Discussed the impact of IV-E adding placements in Juvenile Probation.</li> <li>• Proposed a joint meeting with the Policy and Advocacy Committee for April since we have a lot of overlapping work. Jerry thought it would be a great idea and Deborah has agreed to it. We will probably go an extra half hour at our next meeting.</li> </ul> <p><b>Evaluation and Research Committee (Kari Beuerman and Carolyn McAllister)</b></p> <p>Examining future of work from research and evaluation standpoint:</p> <ul style="list-style-type: none"> <li>• Hiring and retaining employees (virtual vs in-person).</li> <li>• Opportunities for further research: Supervision from a distance: What do you miss and how to avoid it? Training on how to supervise adequately from a distance. How to pick up nuances in a Zoom meeting? How to stay focused during supervision while teleconferencing?</li> <li>• Lack of field instructors: What is the level of need? How can we support it?</li> </ul> <p><b>Policy and Advocacy Committee (Susan Roll and Deborah Son)</b></p> <ul style="list-style-type: none"> <li>• Thank you to Deborah Son and NASW-CA for the incredible amount of money that was put into the Governor’s Budget because of her and others’ advocacy.</li> <li>• Governor’s draft budget released. Social work was named in a variety of places. The big piece that we held in on was the 210 million to be dedicated to social work training (i.e., capacity social work programs, stipends, scholarships). We have a legislator to champion our budget ask. We are moving forward in partnership with CWDA. We are actively dividing the campaign around title protection education and leveraging the momentum around social work and the fact that the state is naming social work as a priority.</li> <li>• We want to clarify the scope of social work in state law. We hope it will dovetail nicely with the title protection bill that we want.</li> </ul> |
| <p>Guest presentation:<br/>Sabrina Agarwal</p> | <p>The topic of repatriation of Native American remains came up at our fall</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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| <p>Professor of Anthropology, Special Advisor to the Chancellor and Chair, UC Berkeley NAGPRA Advisory Committee</p> <p><b>Native American Repatriation at UC Berkeley</b></p> | <p>Policy &amp; Advocacy Committee meeting. As the group tried to develop a land acknowledgment statement for not just CalSWEC but all the university campuses, the concern was brought up that UC Berkeley has one of the largest unrepatriated skeletal remains in the world. Dean Burton and Kim reached out to the Chancellor’s Office and have held several meetings with campus leaders. We invited Professor Agarwal who was part of those meetings to speak on why repatriation is such an important topic on our campus.</p> <ul style="list-style-type: none"> <li>• UC Berkeley and Hearst Museum holds about 10,00 ancestors and 125,000 associated cultural belongings. <ul style="list-style-type: none"> <li>i. Ancestors and belongings taken without prior and informed consent for over a century as many institutions did (but Berkeley and its Hearst Museum was primary).</li> <li>ii. Native Americans viewed as a “dying” or “disappearing race” needing to be “preserved” in a museum.</li> <li>iii. In context of structural violence and racism towards Native American peoples and other peoples.</li> <li>iv. Scientific racism overlooked despite protest within and outside campus.</li> </ul> </li> <li>• Native American Graves Protection and Repatriation Act (NAGPRA) law passed in 1990 to return Native American ancestral remains and sacred artefacts. Required institutions to inventory, affiliate and return.</li> <li>• Goal is not just repatriation and compliance, but also collaboration towards reparation and rematriation.</li> <li>• Full slide deck from Dr. Agarwal is posted on the <a href="#">CalSWEC website</a></li> <li>• A <a href="#">campus-wide presentation from Dr. Agarwal</a> is also posted.</li> </ul> |
| <p><b>Discussion</b></p>                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <p>Repatriation comments</p>                                                                                                                                                   | <ul style="list-style-type: none"> <li>• Sarah Gehlert: USC doesn’t have as many collections as UC Berkeley but we are in the process of making an inventory and following in your very impressive footsteps. We didn’t have the anthropologist Alfred Kroeber here.</li> <li>• Jerry Shapiro: I’m thinking about NASW Lobby Days. This would be a wonderful time to launch a campaign across the campus and statewide to increase the visibility and volume of what you presented to us.</li> <li>• Vida Castaneda: I’m the Senior Analyst in the Tribal State Programs Unit at the Judicial Council. I’m also a California Indian, Chumash and Ohlone. This warms my heart that there has been improvement and turnaround on repatriation because it is a huge issue for tribal communities. It’s a huge emotional and personal issue to each and every one of us. I applaud you and any other school that is taking this seriously. Thank you to the Executive Committee of the Advisory</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

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| <p>Guest presentation:<br/> Loc Nguyen<br/> Child Welfare Policy<br/> Consultant<br/> County Welfare<br/> Directors Association<br/> of California<br/> <b>Families First<br/> Prevention Services<br/> Act (FFPSA)</b></p> | <p style="text-align: center;">Board for bringing this issue forward.</p> <p>Loc Nguyen is a child welfare policy consultant specializing in Systems of Care and Indian Child Welfare Act (ICWA) for County Welfare Directors Association of California (CWDA). CWDA is a non-profit representing the human services directors from each of the 58 California counties. Loc has many years of experience as a social worker and social work supervisor at LA DCFS and manager of ICWA and Asian Pacific Programs, was head of LA County’s University Consortium for Children and Families, was Child Welfare Director San Mateo County, and has taught at San Jose State, UCLA, and USC, and has published peer-reviewed journals. Discussed a federal piece of legislation now being enacted, <a href="#">Families First Prevention Services Act (FFPSA)</a>.</p> <p>Slide desk: <a href="#">FFPSA Presentation</a></p> <p>Families First Prevention Services Act (P.L. 115-123) was a bipartisan eight-part law signed in February 9, 2018, to address these issues. Loc talked about Parts 1 and 4.</p> <ul style="list-style-type: none"> <li>• The FFPSA Part 1 focuses on prevention and was designed to reform Federal funding and entitlement for IV-E prevention funding for children <b>at risk</b> of entering the foster system not just at <b>imminent risk</b>. It helps children remain safely in their homes with new supports for family and extended family members in the three categories of mental health, substance abuse, and in-home parent skills-based programs.</li> <li>• The programs must be evidence-based and be included in the Federal IV-E Prevention Services Clearinghouse. <ol style="list-style-type: none"> <li>i. California Department of Social Services (CDSS) submitted its Prevention Plan on August 4, 2021, and are reviewing the Federal response to the Plan.</li> <li>ii. Counties have to partner with local Tribes to do a community readiness assessment.</li> </ol> </li> <li>• FFPSA Part IV focuses on the “other extreme” or those foster youth with more complex needs, including those in congregate care. FFPSA cuts off Title IV-E funding in congregate care programs with four exceptions: <ol style="list-style-type: none"> <li>i. Qualified Residential Treatment Facilities;</li> <li>ii. Specialized settings for pregnant and parenting youth;</li> <li>iii. Transitional housing programs for youth 18 and over; or</li> <li>iv. Programs providing support services to Commercially Sexually Exploited Children.</li> </ol> <p>There must be Court approval within 60 days of placement, with specified findings. A licensed or registered nurse or other clinical supports available 24/7. The youth must have after-care for 6 months post-discharge. There is beneficiary access to specialty mental health services.</p> <p>FFPSA Impact on Service Provision and MSW Field Education using Commercially Sexually Exploited Children as an example:</p> <ul style="list-style-type: none"> <li>• The FBI estimates that 100,000 children have been sex-trafficked, 60% of whom have come from foster care. This suggests that CSEC</li> </ul> </li> </ul> |
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|  | <p>youth have a large trauma history before they come into the foster care system with an average of 6000 of times that a Human Trafficked victim has been sexually assaulted over the course of their involvement with being exploited.</p> <ul style="list-style-type: none"> <li>• Need to ensure Child Welfare staff work from a trauma-informed perspective.</li> <li>• It takes fields placements and field instructors to cultivate social work interns to better understand the impact of the complex child welfare system. It takes social workers who are in tune with the latest social work practices to provide the services in both the Part I and Part IV settings. It takes social workers at all levels across the social services continuum to work with multi-systems involved youth in child welfare, juvenile justice, and those affected by homelessness.</li> </ul> |
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**Discussion**

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| <p>FFPSA comments and questions</p> | <ul style="list-style-type: none"> <li>• Maria Gurrola: When looking at agencies whose workers have titles as social workers, social work practitioners, social work professors, etc. but don't have the education as social workers. You provide good data on the children, but how does it affect training of social workers both before they are hired and after?</li> <li>• Loc: It takes entities like CalSWEC to try to bridge the gap between agencies that might not have the latest research and universities. In order for service to take place, they need to be evidence-based.</li> <li>• Tracy Kent: You mention that CSEC victimization and exploitation is 6,000. Over what period? Loc: Over the life of the human traffic victim. How long does the human traffic victim survive? 7 years. Traumatized it a very short period of time.</li> <li>• Jerry Shapiro: Caution that evidence-based material is that it doesn't always include in its methodology a specification or typology of the context for implementation. How do we bring in our best grads to CPS to provide trauma-informed social work?</li> <li>• Loc: Agencies and universities need to ensure the person has multi-disciplinarian training.</li> <li>• Kari Beuerman: This is federal legislation that doesn't always make sense in California, are there things that are potentially a conflict with the Continuum of Care Reform?</li> <li>• Loc: A lot of the Part IV implementation is around Continuum of Care. We need a California focus with California researchers and practitioners to implement FFPSA at a local level. They are the ones that have the experience. Can't apply federal cookie cutter implementation to each community.</li> <li>• Kim Mayer It is challenging to implement state programs across 58 counties.</li> <li>• Percy Howard: What is the discussion and planning like at the state level and the association level for starting at an implementation strategy or set of principles that make these disparate voices be brought to the table?</li> </ul> |
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|         | <ul style="list-style-type: none"> <li>• Loc: There are discussions at the state level and association level but not quick enough or early enough. There are communities that haven't been studied and needs further teasing out. Evidence-based programs are only as good as where you studied it and how you are able to implement it.</li> <li>• Jennifer Tucker-Tatlow: When we talk about administering psychotropic medications or imposing evidence-based practices on children and their families, the struggle I have is that it seems that FFPSA doesn't provide any room for acknowledgement for the need to shift philosophies so that the children, families, and communities are actually actively involved in solution planning and prevention efforts. Would like to use the prevention funding flexibly, co-created with the community which doesn't seem possible in this implementation, right?</li> <li>• Loc: There isn't. The feds put the burden on the state. We need to work with the state and have a California focus</li> </ul> |
| Adjourn | <ul style="list-style-type: none"> <li>• Next meeting:<br/>Spring Committee and Advisory Board - Thursday, April 28, 2022 (<i>via Zoom</i>).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

| Action Items                                                                                      | Person Responsible                                | Deadline |
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| County Welfare Directors Association of California representative recruitment (two seats)         | Shelby Boston                                     | N/A      |
| County Behavioral Health Director representative recruitment (one seat)                           | Kim Mayer, Natalie Bolin, and Antonette Navarro   | N/A      |
| Joint meeting of Capacity and Planning Committee with the Policy and Advocacy Committee in April. | Kim Mayer, Susan Roll, Jerry Shapiro, Deborah Son | April 28 |