



CalSWEC

California Social Work Education Center

Leadership. Partnership. Workforce Development.

Meeting: CALSWEC Advisory Board	
Date February 9, 2023	Zoom
Attendees	<p><i>Advisory Board:</i> Kari Beuerman, Shelby Boston, Alex Brown, Yvonnia Brown, Vida Castaneda, David Foster, Celeste Jones, Tracy Kent, Kathryn Kietzman, Mikevia Kiles (for Dave McDowell), Mikyong Kim-Goh, Amy Levin, Carolyn McAllister, Nancy Meyer-Adams, Antonette (Toni) Navarro, Jerry Shapiro, Andrea Sobrado (for Stuart Oppenheim), Jennifer Tucker-Tatlow</p> <p><i>Excused:</i> Natalie Bolin, Linda Burton, Maria Gurrola, Percy Howard, Stuart Oppenheim</p> <p><i>Absent:</i> Jennifer Claar, Yvette Willock</p> <p><i>Presenter:</i> Amy Pan</p> <p><i>Staff:</i> Christopher Cajski, Ore Carmi, Hawkin Chan, E. Maxwell Davis, Marjorie Delgadillo, Shifra Gaman, Sheela Jhaveri, Christina Lacey, Allison Lowery, Kimberly Mayer, Mavis Njoo-Lau, Vanessa Rezos, Emma Schifsky, Carolyn Shin</p> <p><i>Participants:</i> Sarah Carnochan, Julie Gould, Anne Herendeen, Jamie Jensen, Peter Lee, Omar Lopez, Jeffrey McKay, Elizabeth Pringle-Hornsby, Michelle Rainer, Siyon Rhee, Tamara Strohauer, Ronnie Swartz, Duan Tran, Zachary Zukovsky</p>
Agenda/Topics	
<p>I. Welcome/ Happy New Year 2023!</p> <p>II. Advisory Board roll call</p> <p>III. Approval of agenda (vote)</p> <p>IV. Approval of minutes from October 2022 meeting (vote)</p>	<p>Antonette (Toni) Navarro, Advisory Board President, wished the Advisory Board a happy Universal and Lunar New Year 2023! Kim Mayer welcomed everybody.</p> <p>Jerry Shapiro moved that the agenda for today’s meeting be approved. Nancy Meyer-Adams seconded the motion. The agenda was unanimously approved. Jerry Shapiro moved that minutes from the October 2022 meeting be approved. Nancy Meyer-Adams seconded the motion. The minutes were approved.</p>
V. Nominating Committee Updates – Executive Committee	<p><u>Nominating Committee Updates:</u></p> <ul style="list-style-type: none"> Toni announced that Deborah Son left NASW-CA to be Executive Director at another agency. She expressed gratitude for all the work Deborah Son has done for the Advisory Board. She introduced Alex Brown as the Managing Director/Membership & Communications Director of NASW-CA. Yvonnia Brown moved that Alex Brown be appointed Advisory Board member. Jennifer Tucker-Tatlow seconded the motion. Alex Brown was voted in as the new NASW-CA representative for three years. <p>Alex Brown is the Membership and Communications Director of NASW-CA/will be appointed Interim Director as they recruit a permanent Executive Director.</p> <ul style="list-style-type: none"> It is time to elect a new slate of officers in spring for 2023-2025 – Executive Committee. Nancy Meyer-Adams will be the incoming

	<p>president. There are two open seats Vice President and Secretary that need to be filled. Reach out to Kim Mayer if you are interested. Tracy Kent brought up the issue of terming out for officers. Officers are attached to individuals and if their term ends, they can continue in their officer role (Kim will double check).</p> <ul style="list-style-type: none"> • Committee participation: Toni described that many of the contributions to the organization and statewide are done in the three permanent committees and encourages members to get involved. The Land Acknowledgement work came through the Policy and Advocacy Committee. Currently, that committee needs a co-chair. Reach out to Kim if you are interested.
<p>VI. Financial Report Summary-- Jennifer Tucker-Tatlow</p>	<p><u>Jennifer Tucker-Tatlow, Treasurer</u>, reviewed Quarter 1 financials. She reminded members that Advisory Board dues invoices were sent early January and are due. As usual, the majority of the funding is through Title IV-E. Because the contract was executed late, there were few subaward expenditures that will increase in future quarters.</p> <ul style="list-style-type: none"> • Revenue: 9% RTA, 6% IBH, 0% Discretionary & Gift, 85% Title IV-E • Expenses: 54% personnel, 2% non-personnel, 21% IDC, 23% subawards
<p>VII. Committee Reports</p>	<p><u>Executive Committee</u> Nancy gave the report. The nominating committee worked on developing an officer slate ready for an April 27 vote. They discussed HCAI SWECE funding. Meetings were held with HCAI, CADD, and the Schools of Social Work on future SWECE allocations. Meeting schedule was set for the 23-24 year.</p> <p><u>Capacity Building & Planning Committee:</u></p> <ul style="list-style-type: none"> • Jerry Shapiro shared the announcement of awards for the grant from the Health Care Access and Information (HCAI). Discussed ongoing strategy with state agencies/legislators. Discussed connecting with community colleges with the emphasis on pipeline, and how BSW and BASW programs fit into the picture. Some campuses are being encouraged to also look into Human Services programs. The limitations and implications of expanding social work practice through opportunities and internships were discussed. Discussed Financial Aid policies/impacts on awards and stipends to students. Reach out to Barbara Lee and others for help in dealing with federal bureaucracy? • Discussed language and vision of what has been historically characterized as fieldwork, instead using words like practicum or professional development experience to expand vision and inclusion. County recruitment issues/ students in Los Angeles County at USC who did not clear psychological evaluations. <p><u>Evaluation & Research Committee:</u></p> <ul style="list-style-type: none"> • Carolyn McAllister reported that the Committee discussed the new world of work from a university standpoint and a practice standpoint and how well these models are working for employees and clients. They discussed newer generations of employees demanding flexible schedules and remote work, but it isn't known how well that works. There are pressures from administrators, supervisors, and employees pushing in different directions. BASSC offered remote work situation trainings with April sessions focused on remote work 2.0. The Committee wants to work collaboratively to get objective data and research best practices.

	<p>Kari Beuerman added that not only was the Committee interested in evaluating remote work for the workforce, but also for training and the learning environment. The Committee is excited about the possibility of inviting Bay Area partners (especially university partners who conduct research regularly) and BASSC’s Sarah Carnochan to discuss their work.</p> <p><u>Policy & Advocacy Committee:</u></p> <ul style="list-style-type: none"> • Draft Land Acknowledgement discussion and vote. Alex Brown thanked everyone for being welcomed to the Board and anyone who took part in bringing the draft Land Acknowledgement to fruition. The process of drafting the statement was outlined, starting with an initial statement by CalSWEC turned over to the Policy & Advocacy Committee whose subcommittee collaborated on editing a Google doc. It was noted that the initial Land Acknowledgement that conflated an anti-racism statement was changed to a Land Acknowledgement only. It was recommended that a separate anti-racism statement be crafted. The document includes an abbreviated version to be used at presentations and events, the full version, and recommendation that a resource page be devoted to further understanding. It was recommended that the statement be vetted with a representative of a local tribe before being finalized. Jennifer Tucker-Tatlow moved to approve the draft Land Acknowledgement. Tracy Kent seconded the motion. The motion passed unanimously. • The Committee discussed the state budget, Title Protection advocacy in state level bills, Lobby Days in April, a conversation about how some universities are changing language from fieldwork to practicum in social work schools and beyond, and training and curriculum for Commercial Sexual Exploitation of Children (CSEC).
VIII. CalSWEC Central Program Updates	<p><u>Center Director Updates – Kimberly Mayer</u></p> <ul style="list-style-type: none"> • The October Advisory Board meeting was rich discussion on internships and supervision as a way for counties to incentivize, grow, and leverage their workforce in terms of practicum and supervision. • CDSS contract development for Title IV-E contract renewal for FY 24-26 (more from Carolyn Shin). On the In-Service Training side, CalSWEC Central has hosted meetings with CDSS contract monitors to build collaboration and teamwork. • Collaboration with Bay Area Social Services Consortium. (BASSC) is a research center housed at Berkeley Social Welfare. It is comprised of the county Bay Area Social Service Directors and the five schools of social welfare in the Greater Bay Area. The co-chair is Kari Beuerman. Jerry, Linda, Maria, and Kim are representatives of universities. We worked collaboratively with BASSC on the COVID 2.0 work/report. It was presented at the Capacity Building and Planning meeting in October and to the BASSC directors at their December meeting. BASSC is interested in conducting additional research in terms of topics such as supervision and remote work. • Department of Health Care Access and Information (HCAI) –Social Educational Capacity Expansion: NASW-CA, CWDA, CADD advocated for this funding in the current state budget. CalSWEC Central is very grateful to those organizations for their work. Kim facilitated a meeting with

CADD and HCAI to discuss a second round of grants and what that might look like. Discussed potential delays in funding recently awarded.

- CalSWEC Staff Diversity, Equity, Inclusion, Belonging & Justice (DEIBJ) workgroup launched and has met twice is comprised of eight including managers and staff from all teams guided by Dr. Allen Lipscomb (CSU Northridge).
- April 27, 2023, Advisory Board meeting will be in Long Beach. The 2023-24 meeting dates are posted.

Integrated Behavioral Health Program – E. Maxwell Davis

BHWET IBH Training Program

- In the third year of the grant. Applications for AY 2023-24 were released to MSW programs on February 3, 2023.

MHSA Stipend Program

- Collection of repayments from universities for student defaults ongoing.
- Final payments are due to CalSWEC by March 31, 2023.

Public Behavioral Health MSW Training & Fellowship Program

- Final execution of project agreement with HCAI underway now.
- Program will provide specialized training and \$25K stipends to 550 MSW students and 342 MSW fellows (recent grads who were not able to participate in previous MHSA stipend programs) over three years.
- Focus on training is to provide behavioral health care in many publicly funded programs and settings (schools, healthcare sites, corrections sites, adult and adult services, etc.). All levels of public support are eligible. Emphasis is training students to work across systems and the use of evidence-based practices.
- MSW programs will NOT be responsible for student repayment defaults!
- Training to begin in Fall 2023.
- Applications and program materials to be released to MSW programs in March 2023, virtual student information sessions to be held at that point.

Adults & Aging Program – E. Maxwell Davis

Evaluation of APS Stipend Program pilot project:

- Post-hoc survey, interviews, focus groups and analysis underway and plan to wrap it up by the end of June.

Statewide APS Training Program funded for 2021-2025! (bringing the pilot to scale)

- Final execution of agreement with CDSS for Fall 2023 start is imminent.
- To begin at 10 MSW programs (50 trainees) in AY 2023-24, 12 programs (60 trainees) in AY 2024-25, hopefully 15 MSW programs in AY 2025-26.
- Applications and program materials to be disseminated as soon as contract is final; trainee selection will need to be completed in Spring 2023.
- Maxwell is hiring for three positions in Program/Project management and is looking for recommendations.

In-Service Training Program - Vanessa Rezos

Supervisor Core launched January 2023 (started 2020 and revised annually)

- Working with the Bay Area Academy on the SupDOG revision with a lens of racial equity and inclusion (REI).
- A new evaluation instrument has been launched.

Common Core

- Quarterly revisions are underway. Content Development Oversight Group (CDOG) met in person at the end of January to review the Child Maltreatment Identification Skills Lab 2-day course.
- Statewide pilot of revised Interviewing Children course is scheduled for February 14, 2023.
- Beginning February and March, CDOG will conduct a comprehensive policy analysis within all Common Core instructor-led courses to ensure the curricula aligns with recent state legislation and policy All County Letters (ACLs).

Continuing Training

- CANS Modules A-D Revision and RFA Curriculum: CalSWEC is contracting with SMEs under the REI lens of revision work and updates to the curriculum.
- Father Engagement is having excellent workgroup meetings with four fathers who are trainers with lots of discussion and excitement.

Evaluation

- All reports were launched on time. CMI Qualitative Satisfaction Survey Data Analysis (CQI), CMI Quantitative Evaluation Data Report (CQI), CMI Evaluation Presentation at CDOG in person, Evaluation Revise – Planning stages, Learning Objective presentation to CDOG.
- Planning for second fidelity assessment pilot. IST is working with CDSS's Training Support Unit (TSU).

Technology & Instructional Design – Chris Cajski

Accessibility and remediation

- A few more documents were added to the folder:
- CalSWEC Accessibility Remediation How-To Guides google folder is located here:
- <https://drive.google.com/drive/u/0/folders/1ixDktOOw82v5RaX4PcN8JVua9gh1ldcd>

Since the prior Advisory Board meeting, the Tech & ID Team also provided remediation to Supervisor Core curriculum, among other remediation projects.

- eLearnings/micro-learnings: They are looking forward to working with CDSS and Regional Training Academies on Integrated Core Practice Model micro-learnings which will be ready by the end of June.
- Website: No major changes, well maintained with accessibility score this month at a high 95%.
- CACWT (Statewide Learning Management System): All the level of effort estimations (LOEs) that were requested were provided by CACWT vendors which allows the LMS workgroup to effectively plan and prioritize the work to be done which includes an improved course catalog layout and a new CACWT-generated statewide training schedule.
- Virtual Reality (VR) software: Two additional Title IV-E campuses are implementing Utah's VR software working in partnership with CalSWEC and the University of Utah. This is the first time to pilot the use of VR headset goggles with Utah software. Up to now, the implementation was done via laptops. Chris will be speaking on implementation best practices of VR with the University of Utah at the upcoming SWDE

	<p>conference at in April.</p> <ul style="list-style-type: none"> Virtual Motivational Interviewing app: University of Utah is finally ready to pilot the beta version of their Virtual Motivational Interviewing app with our Title IV-E consortium campuses. Chris will be speaking to the Project Coordinators about this. Utah’s research shows that the Virtual Motivational Interviewing app is just as effective as role play. Still a work in progress, Utah says that this tool is best used as a supplemental tool for engagement skills. <p><u>Title IV-E Program- Carolyn Shin</u></p> <p>New Hires</p> <ul style="list-style-type: none"> Allison Lowery, Program Evaluation Specialist, started in November and Emma Schifsky, Project Manager, started last week. Carolyn thanked Michael Biehl for his service. He worked 7 years at CalSWEC and moved on to work at UCSF. She is excited to build the new team up, especially focusing on CQI efforts and using data back to inform our work. <p><u>Strengthening Families Using a Racial Equity Lens</u></p> <ul style="list-style-type: none"> This webinar was opened and assisted by Marjorie Delgadillo, new staff, who is working with the African-American Disproportionality and Child Welfare Workgroup that was formed two years ago. Workgroup members include the following Title IV-E Project Coordinators: Chelsea Cornell, Cheryl Whittle, Elizabeth Pringle-Hornsby, Jenell Thompson, and Meka Klungtvvet-Morano. Dr. Jessica Pryce conducted the webinar. January 12, 2023 – Virtual 6-hour courageous conversation with students, community partners and university staff. 170+ Students in attendance from CSU Chico, CSU Stanislaus, CSU Long Beach, CSU Fresno. Additional 11+ Co-facilitators collaborated in support of the day’s event. A lively Q&A portion of the morning presentation displayed student’s engagement. <p>Title IV-E Job Fair</p> <ul style="list-style-type: none"> January 20, 2023 – 2 hour virtual networking event featuring 30 county and Tribal agencies. Co-led by CalSWEC staff and a rotating group of Title IV-E student organizers. Roughly 175 Title IV-E students attended the Title IV-E Job Fair. <p>FY24-26 Contract Updates</p> <ul style="list-style-type: none"> Expedited timeline – complete pre-award documentation due March 31, 2023. Proposed changes: increased IDC rate; SERVE; Tribal Pilot.
IX. Presentation / Information / Discussion	<p>Follow-up to all the committees advocating for changes to and augmentation of the Title IV-E Indigenous Social Workers for Change (SERVE) program. CDSS recommended a program evaluation of SERVE. Several evaluations have been conducted. The latest is the result of a Request for Proposals issued in 2020. The Academy for Professional Excellence was awarded the contract. Amy Pan, PhD, Evaluation Development Manager, Academy for Professional Excellence, School of Social Work, San Diego State University presented the report (link to slides, report). CalSWEC’s SERVE coordinators, Zachary Zukovsky, Tamara Strohauser, and Michelle Rainer participated in the</p>

presentation to contribute insights and answer questions. (Link to [report](#)). The evaluation launched in fall of 2020 and completed in June 2022. Dr. Pan summarized the results of each pathway and reviewed the recommendations:

- Building relationships and partnerships
- Providing support to PCs in organizing and documenting their work. For example, creating a community engagement plan and checking plan for each region.
- Developing quarterly meetings for PCs and stakeholders to use in workgroups to share information.
- Setting reporting guidelines for greater consistency in reporting across regions.

Recruitment

- Using the Admission survey to develop a standardized list of admissions criteria across CSU and UC Schools of Social Work.
- Assisting with the development of on-campus Native peer-to-peer groups and providing education and support for those structures.
- Decolonizing social work curricula
- Continuing to provide and evaluate workshops.

Field placements

- Expanding Pathway programs to additional campuses to support tribal agencies in providing field placements, supporting students, and developing culturally appropriate well-being and boundary-setting practices.
- Exploring strategies to address the challenges of remote placements.
- Michelle Rainer commented that there were several Native students in a group that did not receive AA support and could not complete the program and therefore did not complete their employment obligations. Michelle also commented that the fourth module of ICWA created by she, Vida Castaneda, and Gabriela Fischer of CalSWEC over a number of years was presented in the fall and is available on the CalSWEC website [ICWA Module 4](#). She requests we use the materials and provide feedback.
- Tamara Strohauer discussed a data discrepancy in the report. For example, CalSWEC's Student Information System (CSIS) data only measures Title IV-E students who have been admitted to the SERVE program. There is a statement in the report that all Native students who applied were admitted in 21-22. However, in the SDSU cohort, four individuals were not admitted, and no Native students were admitted. This led SDSU to reexamine the rubric for admission to include that being an international student gets extra points. Being Native means coming from Nations, so they are considered international students. Two of the students who were not accepted into the program in 20-21 are currently enrolled. It's tough to get an accurate picture in a quantitative way with the limitations of the data that they have to work with. Tamara expressed gratitude for all the work Dr. Pan has done.

Discussion:

- Applicants may not always disclose all demographic information. They

	<p>would have a higher number of Native admissions if those logistics could be addressed. Zachary Zukovsky remarked that once data gets in the system, it is hard to change. If a person identifies as two races or ethnicities, they may be excluded from being identified as Native American. Carolyn Shin assured everyone that students in the Title IV-E program are contacted every six months even through their employment obligation and can change, their demographic information, including ethnicity and race, are in CSIS. E. Maxwell Davis said that is the case for IBH programs as well.</p> <ul style="list-style-type: none"> • Follow-up from Fall Advisory Board discussion on HCAI SWECE Program (Expansion of BSW, MSW Programs): On February 1 HCAI announced awards of \$59.4 Million in Social Work Education Capacity Expansion Grants. One of the topics of concern in October was reimbursement was originally scheduled to be annually. With the feedback, HCAI revised to quarterly reimbursement. • Counties: Toni Navarro announced that Santa Barbara County is getting a windfall grant from MHSA funds. Counties are discussing using local Workforce Education and Training (WET) dollars and partner with universities and students to grow their workforce including advanced education and training. Many counties are considering investing in local social work schools. Toni also said there is advocacy to request that the governor and the state legislature claim that their workforce crisis as an emergency so they would be eligible to eliminate some bureaucratic barriers in hiring, licensing, and flexibility.
X. Future meetings	<p>Next Meetings: https://calswec.berkeley.edu/about/people/advisory-board</p> <ol style="list-style-type: none"> April 27, 2023, in Los Angeles or Long Beach area CADD will convene following the Advisory Board meeting <p>Schedule of meetings 2023-2024:</p> <ol style="list-style-type: none"> October 19, 2023: In-person - Northern California (Bay Area or Sacramento) February 15, 2024: Virtual May 2, 2024: In-person - Southern California (Inland Empire, Los Angeles, Long Beach, or Orange County)
XI. Adjourn	

Action Items	Person Responsible	Deadline
Review ICWA Module 4	All, as applicable	N/A
Pay annual membership dues	All, as applicable	N/A