



MAXIMIZING SOCIAL WORK'S POLICY IMPACT IN A CHANGING POLITICAL LANDSCAPE

**REPORT FROM THE APRIL 26-27
2017 POLICY PRACTICE SUMMIT**

**SPONSORED BY:
Coalition for Policy Education and Practice in Social Work**

**HOSTED BY:
NASW Social Work Policy Institute**



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Accessing the Summit Report

The summit report, graphic recording and video are available at www.SocialWorkPolicy.org and from a link on the Coalition website - www.cswe.org/Centers-Initiatives/Initiatives/The-Coalition-for-Policy-Education-and-Practice-in.

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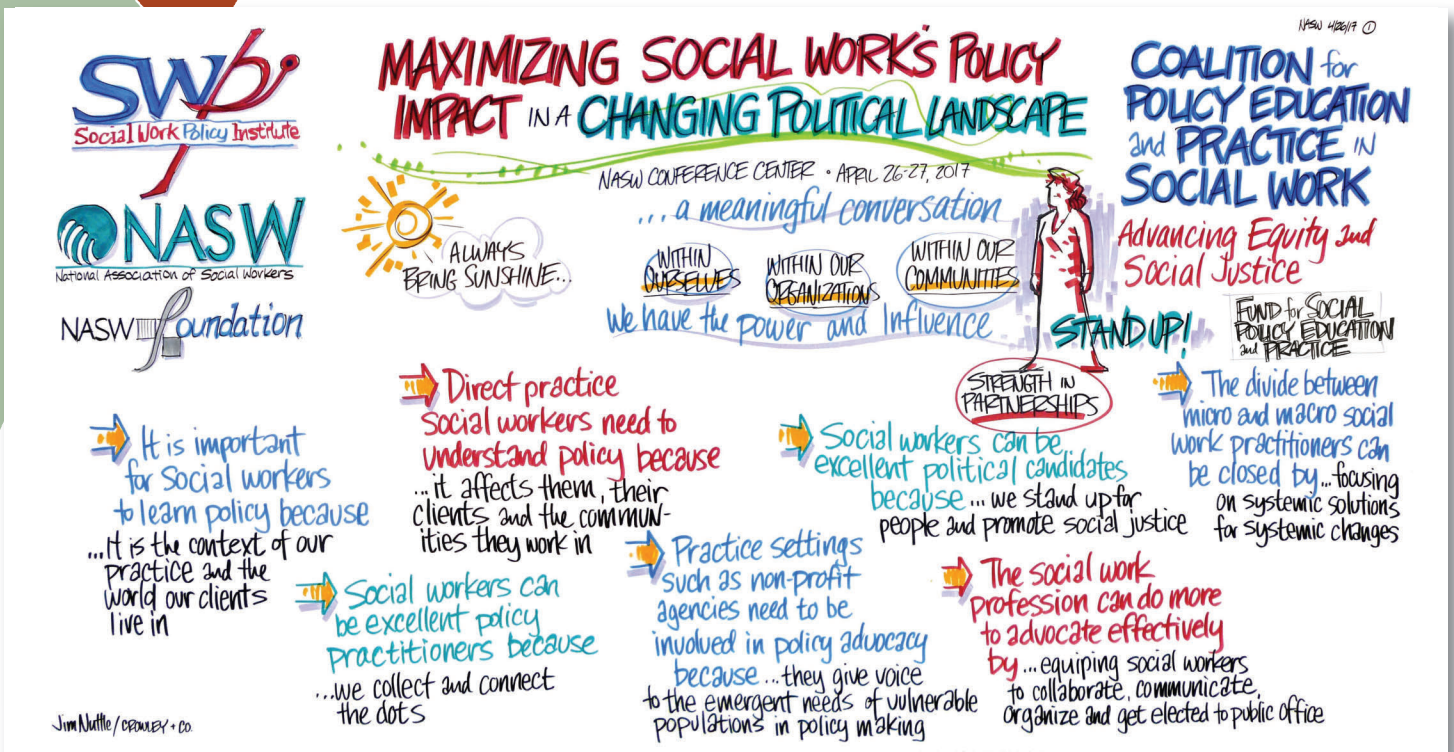
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INTRODUCTION



The shaping of sound social policies has long been an important purview for the social work profession. Policy is an integral part of the social work curriculum at the BSW and MSW levels and in a few social work doctoral programs. Leading social workers have played prominent roles in shaping national policies from the creation of the Children's Bureau in 1912, through the involvement of Harry Hopkins and Francis Perkins in shaping the pillars of the new deal, to Wilbur Cohen in the creation of Medicare and Medicaid, to Wendy Sherman as the chief negotiator for the Iran Nuclear Deal. People with social work backgrounds can frequently be found as staff in government agencies, nonprofit organizations, think tanks, and advocacy groups. They bring their person-in-environment perspective and ethical code to their work, addressing inequality and inequities.

Despite this policy imperative, it is clear that there could be overall improvement

in the extent to which social workers actively work to influence policy and to address the policy implications of their work. In 2015, the Fund for Social Policy Education and Practice (the Fund) was created to work in partnership with key social work and allied organizations "to assess and act on opportunities for changes in undergraduate and graduate curriculum, field practice, research and career path development so that social workers are more cognizant of, and responsive to, the policy context and climate of their work." Supported by the Lois and Samuel Silberman Grant Fund of the New York Community Trust, since its inception, the Fund has seeded numerous initiatives across the social work profession, with the goal to impact BSW and MSW students, doctoral students, researchers, practitioners and social work leaders.

One of the Fund's key initiatives was the creation of the Coalition for Policy Education and Practice in Social Work

(CPEP), which brought together several social work education, research, policy and practice organizations to build excitement and interest in policy practice in the profession; prepare all social workers to engage in policy practice regardless of field of practice; and coordinate and connect existing efforts underway. Coalition members include the Association of Baccalaureate Social Work Program Directors; Congressional Research Institute on Social Work and Policy; the Grand Challenges Executive Committee of the American Academy of Social Work and Social Welfare; Influencing Social Policy (ISP); the National Association of Deans and Directors of Schools of Social Work (NADD); the National Association of Social Workers; the Network for Social Work Management (NSWM); the Special Commission to Advance Macro Practice in Social Work of the Association for Community Organization and Social Administration (ACOSA); the Race, Ethnicity and Poverty Network

(REAP Centers); the Society for Social Work and Research (SSWR); the Council on Social Work Education (CSWE) and the Fund for Social Policy Education and Practice.

The Coalition advisory group suggested that a policy practice summit might serve as a culminating event. It could document what has been learned by the various Fund and Coalition activities, to highlight opportunities for partnerships between advocacy organizations and social work education programs, to strengthen attention to the role of social workers as policy practitioners, and to identify action steps for sustaining greater attention to policy and policy practice into the future. The need for such a summit was further reinforced by the results of the 2016 national election and concerns that there would be even greater vulnerability for populations served by social workers, including immigrants, persons in need of access to high quality health and behavioral health care, and persons experiencing economic insecurity.

On April 26 and 27, 2017, the Social Work Policy Institute (SWPI) of the National Association of Social Workers (NASW) Foundation (NASWF) hosted *Maximizing Social Work's Policy Impact in a Changing Political Landscape* at NASW headquarters in Washington, DC. This summit was sponsored by the Coalition and also received support from the University of Houston, University of Washington, Bryn Mawr College, the Council on Social Work Education (CSWE) and the Network for Social Work Management (NSWM).

The goals of the summit were:

- > To strengthen partnerships among social work education programs and policy coalitions and policy organizations and individual policy

practitioners, in order to work on issues of importance to the social work profession, especially those that address poverty and growing inequality.

- > To highlight successful examples of policy-focused partnerships between social work education and policy entities at the local, state and national levels.
- > To strengthen leadership by deans/directors/chairs and other key stakeholders in order to promote more attention in social work education programs to policy advocacy; preparing students to influence policy; infusing curricula with relevant examples of current policy issues; addressing persistent inequity and inequality through policy efforts; and, empowering voting.

The 60 summit participants (Appendix A) included representatives from the Coalition's 12 organizations as well as deans and directors, field directors, faculty, students, individual social workers engaged in policy practice at the national, state and local levels, staff from NASW chapters, social work leaders, and representatives of national advocacy organizations, think tanks and coalitions (Appendix B for participant biographies). The summit agenda (Appendix C) included presentations and large and small group discussions. A graphic recorder worked throughout the summit to capture the content, and the April 27th presentations and discussions were also videotaped in order to make the proceedings available to multiple audiences after the summit.

Following a "Call to Action" by Ellen Buchman of the Leadership Council for Civil and Human Rights (LCCHR), a

panel of representatives from national advocacy organizations and think tanks discussed ways in which their organizations have modified their strategies since the 2016 elections and identified ways that social workers, including schools of social work, might work together with them. The panelists were Patrick Willard of Families USA; Stephanie Schmit of the Center for Law and Social Policy (CLASP); and Dianne Stewart of the Economic Policy Institute (EPI). The panel was moderated by Sunny Harris Rome, from George Mason University, who also is president of Influencing Social Policy (ISP).

A second panel focused on social work education and its attention or inattention to policy, provided guidance on ways to strengthen the focus on policy for all students and faculty. The panelists included Rebecca Brigham, University of North Carolina at Chapel Hill and chair of the CSWE Council on Field Education; Jill Manit, University of Nevada-Reno; Jenay Smith, Bryn Mawr College and Elisa Kawam, from the NASW New Mexico chapter. Jessica Holmes, director of Research and Educational Innovations at CSWE, moderated the panel.

The third panel addressed tactical issues to support effective policy actions. Dawn Hobdy, director of NASW's Office of Ethics and Professional Review addressed the ethical imperatives for social workers to be involved in advocacy, and Susan Hoehstetter, senior advisor to the Bolder Advocacy initiative of the Alliance for Justice discussed ways that non-profits can engage in advocacy, assess their readiness for advocacy and evaluate their advocacy effectiveness.

opportunity for both generations.” Stephanie Schmitt, legislative coordinator and senior analyst, is one of several social workers at CLASP. Since the 2016 election, she highlighted how CLASP has developed a “fighting back strategy.” Concerned about threats to the safety net, it has strengthened its presence at LCCHR and in the Protect Our Care Coalition. CLASP is cognizant that health care and civil rights issues impact poor families, and that collaborating with other organizations strengthens its work, especially in areas where it might not have in-house expertise.

CLASP focuses on both state and national policies, and is concerned not only about the threats to the ACA, but also to potential block granting of federal programs like the Supplemental Nutrition Assistance Program (SNAP) and early childhood education. It has also expanded its in-house expertise related to immigration, recognizing that the safety and economic well being of immigrants intersects with its focus on low-income families. Greater attention is also being paid to building state-level advocacy efforts. This is a time of great challenge and it is important that the social work community be part of the fight. CLASP (www.clasp.org)

disseminates many reports that can serve as resources to social work educators. Schmitt also noted that CLASP likes to hire social workers, although it does not specifically seek applicants that have social work degrees.

> ECONOMIC POLICY INSTITUTE

The third organization represented on the panel on “Perspectives On Policy Practice In A Changed Policy Environment” was the Economic Policy Institute (EPI), a non-profit, non-partisan think tank that works to ensure that the needs of low- and middle-income workers are part of economic policy discussions. EPI has the largest collection of economists focused on working families – anywhere, according to Dianne Stewart, a social worker who directs EPI’s Economic Analysis and Research Network (EARN). Stewart has a long history of public policy work in Texas, and recently came to EPI to strengthen the state level efforts of the 62 think tanks that make up the EARN network.

After the 2016 election, EPI launched the Perkins Project (www.epi.org/research/perkins-project/). Named for social worker Frances Perkins, Secretary of Labor under Franklin Roosevelt and an architect of the New Deal, this initiative closely tracks and responds to policies emerging from the White House, Congress and the courts related to workers’ rights, wages and working conditions. Since the 2016 election, EPI has also expanded its focus on non-urban and rural communities and their economic conditions and EARN is also addressing more issues related to workers’ conditions in the South.

SOCIAL WORKERS ARE WELL-POSITIONED TO IMPACT POLICY

While the immediate reaction to the 2016 election for many was to feel despondent, in fact, it has provided an opportunity for social workers to refocus on impacting policy.

The values and ethics and systems perspectives of social workers can make them well-positioned to connect real world stories with data and advocacy. Social workers also understand that racism and inequities are systemic and that only systemic approaches will address these issues.

While people with public policy degrees are often hired in advocacy organizations and think tanks, the value base that a social worker brings, their understanding of systems and their person-in-environment perspective can be extremely beneficial to policy work.

STRENGTHS OF SOCIAL WORKERS FOR PURSUING POLICY CAREERS

The following were identified at a Critical Conversation on positioning social work graduates for policy careers as social work strengths:

- > Understand the context of social problems.
 - > Adherence to professional values & ethics.
 - > Use of communication, assessment, analytical, and critical thinking skills.
 - > Use of persuasion & use of power.
 - > Exposure to direct practice experiences enhances understanding of issues needing policy improvement.
 - > Learn about policy and advocacy as part of the social work curriculum
 - > Hand-on policy experiences can be acquired through field placements.
- www.socialworkpolicy.org/wp-content/uploads/2013/05/InfluencingSocialPolicyBrief.pdf

Each panelist addressed some common themes and also highlighted strategies for innovation. One of the key themes is that with over a century of professional social work behind us, there continues to be bifurcation in social work between micro and macro practice. Some of the common concerns that are heard by students, macro faculty and field instructors are:

- > Students are discouraged from policy placements because they are not perceived to fit with the generalist curriculum.
- > Schools may not offer policy placements, nor do they actively do outreach to identify them.
- > Students are discouraged from pursuing policy placements, with some clinical and direct practice social workers expressing disrespect for macro practice, or promoting a clinical license as the “golden ticket” to a successful social work career.
- > Students are concerned about becoming licensed, discouraging them from pursuing macro placements that might not prepare them for licensing.
- > Students are told that they will have difficulty getting policy jobs and will be paid less in such jobs, even though these might be more myth than reality.

- > Schools might be unwilling to place a student in a policy setting if it does not have an MSW to supervise the student(s), rather than developing an alternative supervision arrangement.

> CONTEXT FOR POLICY PRACTICE IN SOCIAL WORK EDUCATION

Rebecca Brigham, field director at the School of Social Work at the University of North Carolina at Chapel Hill and chair of the CSWE Council on Field Education not only highlighted these common myths about policy practice, but she also noted that she found a paltry literature related to policy practice field placements (see Appendix D, Selected Articles).

Three areas of policy practice that she highlighted focused on civic engagement, including volunteering in advocacy efforts and memberships in advocacy organizations; engagement in electoral activities, including gaining a political voice and involvement with Get Out the Vote (GOTV) efforts; and civic literacy that can be closely aligned with community organizing efforts, working to initiate change in communities. Brigham also drew from a recent article, “Using the Social Work Advocacy Practice Model to Find Our Voices in Service of Advocacy” (Bliss, 2015), noting five key constructs of social work advocacy – cause, outcome, target audience, benefits of support and evaluation.

> CREATING STRONG INTEREST & INVOLVEMENT IN POLICY PRACTICE

Jill Manit, field director at the University of Nevada-Reno (UN-R), which offers a BSW degree and an advanced generalist MSW degree described efforts in Nevada that were supported

by the Policy Practice in Field Education Initiative. When Manit became field director perhaps one student out of 80 expressed interest in policy placements, and over the years as the program grew, probably 10 students out of 150 were interested in policy. With a Field Education Initiative planning grant, UN-R held a summit, exploring what would a policy intern do; identifying what knowledge and skills would be needed; and identifying strategies for providing field instruction. During the implementation phase, a social work faculty person provided group supervision to the students. The faculty member, highly knowledgeable about the curriculum, was able to respond to student questions about where and how they were getting different types of content and able to help them identify and use their “generalist” skills.

To create greater visibility for policy practice, an entity entitled the Nevada Policy Practice Association (NPPA) was created, and this became important because the name gave policy practice visibility and prominence. Recently, when NPPA was mentioned during the pre-placement orientation, 50% of the class expressed interest in learning more about NPPA.

> HOW AN NASW CHAPTER CAN PROMOTE POLICY PRACTICE & BE AN EFFECTIVE FIELD PLACEMENT SITE

Elisa Kawam, executive director of the NASW New Mexico Chapter, stressed the importance of social workers developing competence in micro, mezzo and macro practice due to the combination of New Mexico’s socio-political climate, diversity of the population and the rural landscape.

She also noted the low salaries for MSWs in New Mexico, with rural social workers earning about \$18,000/year. Social work students at the chapter took on numerous roles related to legislative training and advocacy including the Student Legislative Advocacy Day (SLAD); writing and analysis of legislation; development of legislative briefs and testimony; and working with the external lobbyist. In addition, they were involved in connecting with the community through a winter and spring summit, using technology and webcasting, working on the annual chapter conference, using social media, and serving as student representative on the NASW Board. The students were also involved in community organizing through an interdisciplinary effort to work with other organizations to repeal the death penalty in New Mexico.

Supervision of the student interns included trauma-informed supervision and a focus on self-care. In addition, the students learned about how biases, ethics and values impact social work policy practice and how NASW's policies articulated in *Social Work Speaks*, and the *Code of Ethics* serve as guides to social workers.

Kawam also suggested that schools of social work might develop advanced policy institutes and also engage in efforts to encourage social workers to successfully pursue elected office. Furthermore, she advanced the idea that persons with social work doctorates are not only needed in academia, but also are needed to pursue policy careers.

> A STUDENT PERSPECTIVE ON POLICY PRACTICE

Jenay Smith, an MSW Candidate at Bryn Mawr College who also serves as president of the Macro Club at Bryn

Mawr, and research assistant for the Special Commission, was also a member of the panel. Smith reiterated that policy practice is something that social workers do and it should be better integrated into social work education and practice. She noted that as social workers we might be advocating for our client on one day, but on the next day we might be advocating for our own jobs.

The Macro Club at Bryn Mawr has heralded the statement that "macro practice matters" and has worked with students who are interested in community practice, administration and advocacy. Activities have included Macro Network Night and a macro policy trip to Washington, DC.

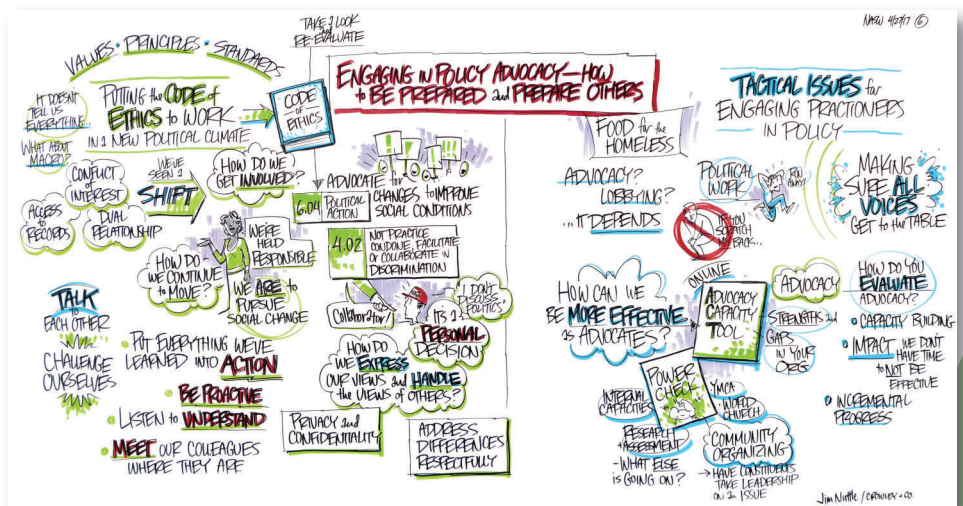
Networking and developing relationships with social workers employed in policy positions is important in helping social work students interested in policy to see a potential career path for themselves.

ENGAGING IN POLICY PRACTICE: HOW TO BE PREPARED AND PREPARE OTHERS

The final panel focused on tactical issues that social workers should consider when engaging in policy practice.

> PUTTING THE CODE OF ETHICS TO WORK IN POLICY PRACTICE

Dawn Hobby, director of the NASW Office of Ethics and Professional Review focused on how the *Code of Ethics* can be used in today's political climate. She noted that since the 2016 election the types of consultation questions that the Office receives have changed. Over the past 15 years common questions related



to privacy, confidentiality, conflicts of interest, and access to records standards.

Recently, however, ethics consultation callers have

identified ethical dilemmas focused on the standards related to social and political action; discrimination; misrepresentation and respect. Social workers are feeling a strong ethical obligation to get involved, to respond to concerns with the current climate, and to do so ethically.

The NASW *Code of Ethics* includes a set of values, principles and standards, and while it provides guidance it does not answer every ethical question or dilemma. Furthermore, in some sections the *Code* is prescriptive and in others it is aspirational.

Perhaps the most important ethical principle at this time is the one related to Social Justice, indicating that social workers challenge social injustice and pursue social change. "Social workers social change efforts should be focused primarily on issues of poverty, unemployment, discrimination, and other forms of social injustice. These activities seek to promote sensitivity to and knowledge about oppression and cultural and ethnic diversity."

One of the important standards in the Code that addresses the current political climate is 6.04 Social and Political Action: "Social workers should engage in social and political action that seeks to ensure that all people have equal access to the resources,

employment, services, and opportunities they require to meet their basic human needs and to develop fully. Social workers should be aware of the impact of the political arena on practice and should advocate for changes in policy and legislation to improve social conditions in order to meet basic human needs and promote social justice. Social workers should act to expand choice and opportunity for all people, with special regard for vulnerable, disadvantaged, oppressed, and exploited people and groups. Social workers should promote conditions that encourage respect for cultural and social diversity within the United States and globally. Social workers should promote policies and practices that demonstrate respect for difference, support the expansion of cultural knowledge and resources, advocate for programs and institutions that demonstrate cultural competence, and promote policies that safeguard the rights of and confirm equity and social justice for all people (socialworkers.org/pubs/code/code.asp).

Other important language is covered in the standard 4.02 Discrimination that requires that "social workers should not practice, condone, facilitate, or collaborate with any form of discrimination on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical disability."

Social workers have expressed concern that by supporting the current Administration's policies one could be condoning and collaborating with forms of discrimination and therefore violating the *Code*. Hobdy suggested that the obligation is to strive to end discrimination, oppression, poverty, and other forms of social injustice. Activities may be in the form of direct practice, community organizing, supervision, consultation administration,

advocacy, policy development and implementation, social and political action. In terms of political and social action, the obligation is to engage in political action and advocate for changes in policy and legislation to improve social conditions in order to meet basic human needs and promote social justice. Advocacy may take different forms including, marching, rallying, writing letters, and even pursuing elected office at all levels of government.

The *Code* can be put into action in the current political climate by considering how opposing views are expressed and how colleagues with opposing views are treated. Although there is no violation against voting for a particular candidate, there are considerations regarding how we go about expressing that support. Standards 4.03 Private Conduct and 4.06 Misrepresentation are important because they provide guidance on how social workers present personal views vs. the views of the profession, and/or the professional association. Specifically, social workers are required to not permit their private conduct to interfere with their ability to fulfill their professional responsibilities and to make clear distinctions between statements made and actions engaged in as a private individual and as a representative of the social work profession, a professional social work organization, or the social worker's employing agency. Those social workers who speak on behalf of professional social work organizations should accurately represent the official and authorized positions of the organizations.

As social workers work with colleagues who think differently and express different views, the *Code* requires that we address those differences respectfully. According to the *Code*, social workers should treat colleagues with respect and should represent accurately and

fairly the views, and obligations of colleagues, avoiding unwarranted negative criticism of colleagues including criticism of their political beliefs.

In trying to practice ethically, social workers face challenges. Some of those challenges include:

- > Employment restrictions regarding political activity
- > Discouragement
- > Ethical dilemmas
- > How social workers political activities may affect their relationship with clients
- > Increased visibility due to media coverage
- > Transference and countertransference issues
- > Collegial relationships

The current climate also provides opportunities for the profession:

- > Putting the professions unique perspective in terms of starting where the client is, the person-environment perspective and the importance of systems, into action.
- > Elevating social and economic justice advocacy efforts, including using advocacy skills.

- > Raising the profile of the profession that is dedicated to social justice.
- > Being proactive.
- > Expanding our collaborative and networking efforts.

Hobby asserted that at a time when clients may feel depressed, betrayed and afraid, when there is such deep division in the country, when areas impacted include health care, immigration, the environment, tax cuts, budget cuts, tax laws, voter suppression and even social work jobs – social workers have the opportunity to recommit to ethical values, principles and standards, challenge ourselves to engage in respectful dialogue and most importantly advocate in a way that that we can be powerful, creative and passionate, and in a way that’s respectful and considerate of clients, employers and colleagues.

> TACTICAL ISSUES FOR ENGAGING PRACTITIONERS IN POLICY

Seeking to encourage policy practice and to engage all social workers in advocacy requires that social workers understand the extent to which they can

engage in policy practice and advocacy based on their work setting. Susan Hoechstetter, Senior Advisor, Foundation Advocacy and Evaluation for the Bolder Advocacy Initiative of the Alliance for Justice provided a perspective for Summit attendees and also encouraged attendees to take advantage of many of the resources available from Bolder Advocacy (see Appendix D or go to bolderadvocacy.org). Not only are resources available, but, Bolder Advocacy also offers free consultation by attorneys.

Thousands of non-profit, 501c(3) entities across the nation have used the tools available to assess their organizations capacity to engage in advocacy and use the “Power Check” tool to assess effectiveness in community organizing. In addition, tools are available to evaluate the organization’s advocacy effectiveness. Resources also help non-profit organizations to understand the differences between advocacy and lobbying. Bolder Advocacy also provides guidance about how organizations can engage in executive branch advocacy by influencing rules, regulations and executive orders.

PURSUING A SOCIAL JUSTICE AGENDA

As the summit concluded, the participants self-selected into workgroups focused on critical social justice issues facing our nation. Small groups discussing racial equity, economic security, immigration, healthcare and criminal justice engaged in focused discussions facilitated by NASW staff. Each topical group was asked to consider:

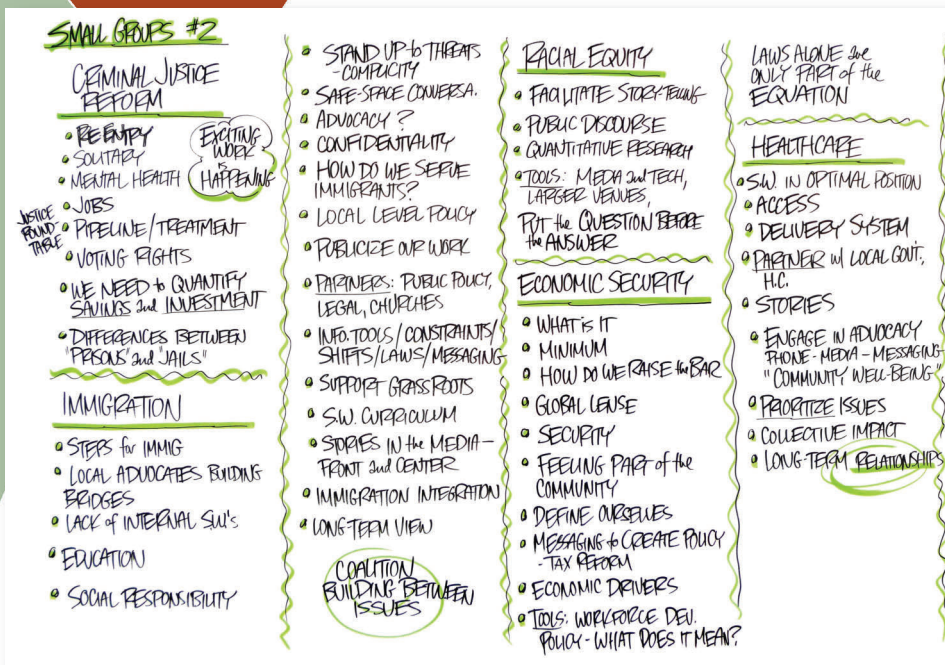
- > What steps can social workers (Students, academics, practitioners, organizations) take to influence policy in this area?

- > What partners can be engaged with?
- > What tools are needed?
- > What will facilitate sustainability?

It should be noted that while each group was asked to discuss a discreet topic, there is a great deal of overlap between the topics. As was noted by the earlier panelists – organizations concerned about economic well-being also focus on healthcare and immigration; and those focused on human rights focus on economic stability and immigration.

> CRIMINAL JUSTICE

With about 2.3 million persons in prisons and jails and almost 5 million people in the United State on parole and probation, the criminal justice arena provides many exciting roles for social workers, and it is a growing field. Critical issues include best practices related to re-entry, jobs, housing, mental health and addiction programs, education resources and access to public housing.



For all of these issues it is important to engage with the community and also to promote accountability and research to evaluate outcomes. Much of criminal justice advocacy focuses on the state level, where it is important to bring together multiple stakeholders in coalitions. To impact change it is important to quantify savings and investments in focusing on the pipeline to prison and programs that will keep people out of prisons. Of particular import on the local level is developing alternatives to lower the high rates of persons with mental health and substance abuse needs who are in jails and prisons. Another key area for social work advocacy relates to voting rights. This advocacy might focus on voting from jails, and restoring voting rights for felons.

It is essential as we consider greater social work involvement in improving the criminal justice system that we also distinguish between jails and prisons. It is also important to engage the business community in changing outcomes and addressing the pipeline to prison.

> IMMIGRATION

While immigration is always an area to engage social workers, issues related to immigration and the well-being of immigrants are of particular concern due to policies proposed by the 45th president. Critical issues include immigration status, sanctuary cities/states, confidentiality related to immigration status, wait times and vetting for those who are seeking to immigrate to the United States, and discrimination against immigrants. Social workers can partner at the local and state levels with advocacy organizations, and engage with the legal community and the religious community to develop effective programs and coalitions.

It should be noted that social work students themselves might have unclear immigration status and might feel very vulnerable. Thus it might be important in social work education programs to clarify that the university is a "safe space" to have conversations related to immigration status and concerns for self or for family members. Immigration issues impact multiple social programs including healthcare, child welfare, housing and welfare.

In regard to social work students' involvement in immigration organizations, alternative supervision strategies might need to be employed since the potential field agencies might not have social workers on staff. It is important, through class work and supplemental learning that students understand issues related to immigration and advocate for sanctuary. Immigration should not just be considered a "current news" issue but rather the curriculum should include immigration as a topic, even when it is not a hot topic, as there are many policy issues to be considered. Social workers can both engage with and support local grassroots efforts, as well as engage in partnerships with national organizations.

Social workers can also impact policy and public understanding by publicizing our work with immigrant and refugee communities and make public the many steps involved in accessing services. It is also important to highlight outcomes in order to bust the many myths about immigrants and crime.

> RACIAL EQUITY

In order to more effectively address racial equity social workers can facilitate storytelling, engage in quantitative research, contribute to the public discourse and develop alliances. Partnerships need to take place at the individual, family, group, community and organizational/institutional levels. Useful tools might include the film, *Cracking the Codes: The System of Racial Inequality*, by Shakti Butler (<https://crackingthecodes.org>) and the report, *Forward through Ferguson* (<http://forwardthroughferguson.org>). In addition, social workers can engage in discussions on racial equity beyond our own circles and use expert voices to facilitate discussions. It is important to be forthright in stating questions about racial inequity before coming up with answers of how to address it.

> ECONOMIC SECURITY

As social workers we can help to reframe issues of poverty and economic insecurity and focus on what is considered a minimum for quality of life. It is also important to consider economic security from a global perspective, as it is a driving force in developing social protection strategies across the world. In addressing economic well-being one can look at human rights indicators, and considerations of the 'whole self' approach in empowering individuals and communities.

In consideration of economic security it is important to look at tax reform as it serves as a potential economic driver of

social policy. Another consideration relates to workforce development strategies. For example, what are the current administration's proposals? and how can social workers use their research and data to support economic security in the United States?

> HEALTHCARE

Social workers are in a key position to understand issues related to access to healthcare and understanding the systemic issues in healthcare delivery. Social workers are not just essential to be involved in healthcare advocacy efforts but are also essential as part of the healthcare team across all settings. Special concerns relate to the recent attacks on Medicaid, and also

participating in the public discourse to understand that Medicare serves populations beyond older adults.

Social workers can help get voluntary stories from clients that can be used in advocacy and also highlight how attention to the health of individuals and prevention of disease leads to community well-being. Since there are so many healthcare issues related to access, affordability, prevention, integrated care and person-centered care, advocacy efforts need to have a long-term strategy. Furthermore, relationships with other disciplines and coalitions need to include long-term commitments.

DEVELOPING AN AGENDA FOR ACTION TO STRENGTHEN POLICY CONNECTIONS & ADVOCACY

Throughout the summit, the participants considered what actions the various stakeholders – deans and directors; field directors; faculty engaged in policy practice efforts; students interested in policy practice; field instructors, social workers engaged in policy practice at the national, state and local levels; national social work organizations; and, national think tanks and advocacy organizations – could take to strengthen attention to and action on policy in the social work profession. Needed actions focused on building and sustaining partnerships; changing the negative assumptions about social work policy careers asserted by many social workers; and strengthening social

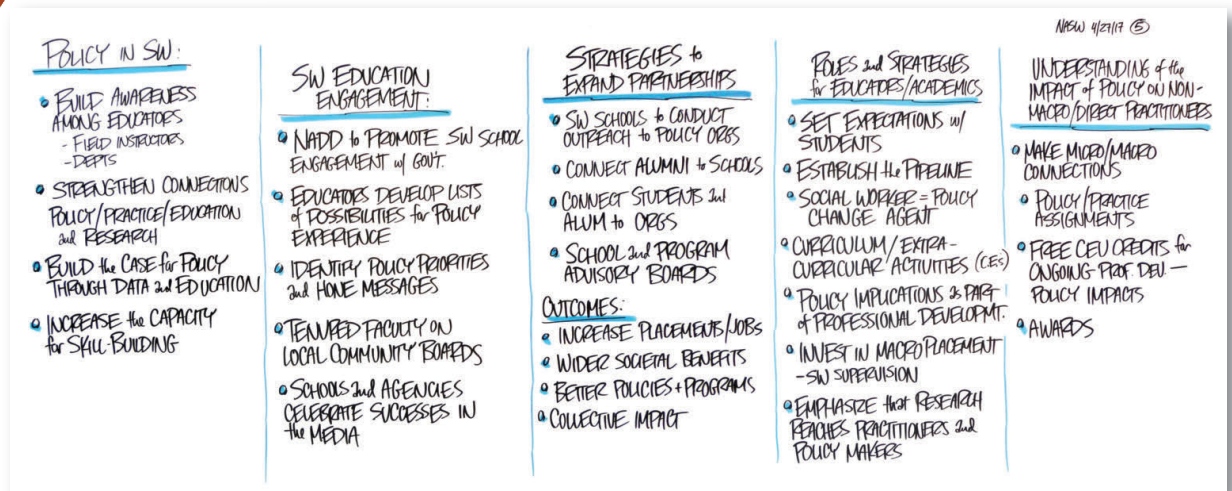
workers' understanding that policy impacts all aspects of social work practice. To create an action agenda, summit participants were assigned to several small groups focused on strengthening policy advocacy. The questions considered by the small groups were:

- > What strategies can be used to develop and/or expand partnerships between social work educators and advocacy organizations to enhance policy practice, policy content and policy experiences in social work education programs?
- > How can social work education programs engage more fully with local and state non-profits and other

practice settings to promote policies to alleviate poverty and inequality?

- > How can policy content be expanded and infused across the social work curricula (BSW, MSW, PhD/DSW, and continuing education)?
- > What roles and strategies can deans, directors and social work leaders take to engage more fully in influencing policy?
- > How can non-macro students and social work practitioners better understand the impact of policy on their practice and be called to action?

WHAT CAN ORGANIZATIONS DO?



Social Work Organizations

- > NASW and CSWE and other social work organizations can make implicit the connection to policy in all of their communications.
- > NASW and other professional social work organizations can offer policy related CEUS, and include policy content in all professional development offerings.
- > NASW and other professional organizations can strengthen the understanding of how policy impacts practice (e.g., Medicare reimbursement rate for clinical social workers impacts reimbursement rates provided by insurance companies).
- > Social work organizations can offer awards for social work policy practitioners and for policy organization/social work exemplars.
- > The National Association of Deans and Directors of Schools of Social Work (NADD) can encourage social work education programs to engage with policy entities and government agencies.
- > National social work organizations can highlight social workers efforts as "policy change agents."
- > Social work organizations can expand

ways that social work research reaches policy makers.

- > Social work organizations, working with social work educators, can identify and disseminate information on policy-related activities that practitioners, educators and students can become engaged with. For example, work with field agencies to identify personal stories of the impact of Obamacare that can be shared with Families USA.
- > Social work organizations and social work education leaders should encourage the Group for the Advancement of Doctoral Education (GADE) to support a requirement for policy in doctoral education.
- > Social work organizations, in collaboration with social work educators and policy practitioners, should continue to address the pros and cons of social work licensing for macro social work practitioners, and ensure the continued prominence of policy practice as an important element of social work practice.
- > Social work organizations, working with advocacy organizations and think tanks and social work education programs can continue to educate

practitioners in order to be clear about the differences between lobbying and advocacy.

Advocacy Organizations and Think Tanks

- > Can disseminate information to social work education programs through engagement with national social work organizations, which can serve as intermediaries.
- > Can encourage social work academics and researchers to engage with colleagues in other disciplines to address pressing social issues, to disseminate findings to the advocacy organizations; and to reach out to policy-makers in order to be invited to briefings and hearings.
- > Can promote the value of hiring social workers as staff, articulating the knowledge, skills and values that they bring to the table.
- > Social workers employed in advocacy organizations and think tanks can stay engaged with their school(s) of social work, becoming active alumni; connect with social work education programs near their employment to serve as advisors, mentors, and field instructors, and to engage in collaborations with social work education programs.

WHAT CAN SOCIAL WORK EDUCATION PROGRAMS DO?

Leaders

- > Connect with alumni who are policy practitioners; invite them to the school and to serve as mentors to students.
- > Reach out to policy organizations and identify ways to partner – serve on workgroups and boards; assist with policy research; provide field placements; serve as guest lecturers, serve on the schools advisory board.
- > Help faculty and students implement ethical imperatives for effective advocacy.
- > Increase expectations that a policy activity be part of all field placements.
- > Commit resources or leverage new resources to strengthening the policy/practice connection and expanding policy and advocacy opportunities.
- > Support engagement of faculty in community-based organizations and practice settings.
- > Communicate expectations to students that all social workers have the obligation to advance justice through policy practice.

Field Directors

- > Learn from schools that are effective in developing and sustaining policy-related field placements and adapt strategies across programs.
- > Engage in innovative strategies to develop placements in settings that may not have MSWs that can serve as field instructors.
- > Strengthen attention to policy practice within the CSWE Council on Field Education.

- > Develop a list of policy-related initiatives that students can carry out in any field placement.
- > Reach out to alumni to develop potential policy practice field placements.

Faculty

- > Increase policy content in all courses.
- > Highlight policy examples to meet competencies across the social work curricula.
- > In teaching in the foundation-required curriculum, use examples that connect micro and macro practice so that students early on learn the connections.
- > Take advantage of information and resources available from national think tanks and advocacy organizations and incorporate them into the curricula.
- > Engage with local agencies, including serving on advisory boards.
- > Engage with and develop interdisciplinary research, coursework and projects.
- > Combine personal narratives with data and research; disseminate to policy stakeholders to impact policy.
- > Assign students to follow a piece of legislation, to reach out to advocacy organizations, to take on multiple roles in shaping policy.

Students

- > Advocate effectively for the importance of macro practice and policy practice content as part of the social work curriculum.
- > Understand the complementary uses of micro, mezzo and macro practice strategies in becoming an effective change agent.
- > Pursue mentorship opportunities with practitioners and encourage networking with alumni to pursue policy practice interests.
- > Promote the value of undertaking policy tasks as part of field practica.
- > Participate in Get Out the Vote (GOTV) and other civic engagement efforts.
- > Find out how their field agencies engage in policy advocacy and policy change efforts.

CONCLUSION

The outcomes of these actions will result in:

- > more strategic involvement of social workers in policy advocacy;
- > increased understanding that policy and practice are intertwined and both clinical practice and policy practice are essential and important social work roles;
- > increased field placement opportunities and activities related to policy and policy advocacy;
- > new and expanded partnerships and collaborations between non-profits and social work education programs and between social work organizations and think tanks and advocacy organizations;
- > expanded social work engagement in promoting policies that address social justice including poverty and inequality.

Now is the time for all stakeholders to take action to achieve this agenda for action.

NASW 4/27/17 ⑦

TAKE AWAYS and NEXT STEPS

- WORK w/ MY OWN FIELD INSTRUCTORS
- TAKE BACK to the POLICY COUNCIL
- OWN WHO WE ARE - VALUES, EXPECTATIONS of OUR STUDENTS - CHALLENGE OUR STUDENTS
- RELEASE INFO. to ADVOCATE for GREATER POLICY CONTENT
- FORMATION of a STANDING COMMITTEE for POLICY
- PROFESSIONAL DEVELOPMENT - C.E.U. COMPONENT / POLICY TRAINING - NASW and STATE + LOCAL AFFILIATES
- WORK w/ OUR FIELD to DEVELOP MACRO PLACEMENTS
- INFORMATION to BE POSTED to CSWE SITE.
- PULL TOGETHER and POST IMAGES and VIDEO from the MEETING

THANK YOU ALL!

Jim Nittle / CROWLEY + CO.

APPENDIX

A > POLICY PRACTICE SUMMIT PARTICIPANTS

B > POLICY PRACTICE PARTICIPANT BIOGRAPHIES

C > POLICY PRACTICE SUMMIT AGENDA

D > POLICY PRACTICE SUMMIT RESOURCES & LINKS

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2 > PARTICIPANT BIOGRAPHIES

Mimi Abramovitz, DSW

Mimi Abramovitz is Bertha Capen Reynolds Professor at the Silberman School of Social Work at Hunter College. She has published widely on issues related to women, poverty, human rights and the U.S./ Welfare State. Professor Abramovitz is currently writing a book on the history of low-income women's activism in the U.S. Her previous books include the award-winning *Under Attack, Fighting Back: Women and Welfare in the U.S.*, *Regulating the Lives of Women: Social Welfare Policy From Colonial Times to the Present*, *The Dynamics of Social Welfare Policy and Taxes Are A Woman's Issue: Reframing the Debate*. She has also published more than 80 articles in scholarly and popular journals. Among her honors and awards, Dr. Abramovitz has been inducted into the Columbia University School of Social Work Hall of Fame.

Valerie Arendt, MSW, MPP

Valerie provides professional and career support to over 5,000 social workers in North Carolina as she endeavors to advocate for and promote the profession of social work. She led the effort to establish the North Carolina Social Work Policy Educators annual summit.

Robert Arnold, MPS

As Director of Development at the National Association of Social Workers and Director of the NASW Foundation since 2001, Bob Arnold oversees charitable and educational non-dues revenue for this national professional association with 120,000 members and 55 chapters. He and his staff work with NASW Chapters to plan, implement, and coordinate fundraising activities at the national and local levels and work with corporations, foundations, individuals, federal and state government agencies, and partner organizations. The

NASW Foundation raises about \$2M annually to support social work. Bob also oversees NASW's international programs and activities. In his 25 years of advancement experience, Bob has also worked for MIT, Brown University, Prison Fellowship Ministries, the National Academies, and The Sheridan Group (a fundraising consulting firm). He received his BA in Communication from Houghton College and his master's in Communication from Cornell University.

Darlyne Bailey, PhD, LISW

Darlyne Bailey is the Dean and Professor of the Graduate School of Social Work and Social Research at Bryn Mawr College, leads the Social Justice Initiative and is the Special Assistant to the President for Community Partnerships. She has been a professor and academic administrator for close to 25 years. Darlyne is on several professional editorial boards, organizational boards and advisory committees and co-chairs the Special Commission on Macro Practice.

Lindsey Bishop, MSW

Lindsey Bishop is a Senior Policy Fellow with the Network for Social Work Management. Graduating from the University of Maryland School of Social Work in 2014, Lindsey has experience in public service, community practice and international development, including in Peace Corps Ghana.

Sharon Blacketor, BSW

Sharon Blacketor is a graduate student at George Mason University, currently earning her Masters of Social Work degree with a concentration in social change. Sharon has held practicum positions at NAMI, Cornerstones, Inc., and Northern Virginia Family Service. She specializes in outreach, capacity building, and advocating on behalf of vulnerable populations.

Rebecca Brigham, MSW

Rebecca B. Brigham, MSW has served in the role of Associate Dean for Field Education in the School of Social Work at The University of North Carolina at Chapel Hill since 2004. Ms. Brigham is chair of CSWE's Council on Field Education (COFE), past secretary of NANFED (North American Network of Field Educators and Directors) and a member of the North Carolina Field Education Consortium. Likewise she serves on CSWE's Commission on Educational Policy (COEP) and the Joint Research Task Force on EPAS. Her research areas include innovative approaches to field education and LGBTQI students' experiences in the field. Additionally, she conducts research on students and field instructor's experiences of racism in field education settings.

Ellen Buchman

Ellen Buchman is Executive Vice President for Field and Communications at The Leadership Conference on Civil and Human Rights and The Leadership Conference Education Fund. She oversees field and communications staff who develop and carry out strategies for the coalition's public education, rapid response, communications, and field organizing and outreach campaigns on priority issues, including voting rights, criminal justice reform, equity in education, economic security, affirmative action, federal judicial nominations, and other critical issues in the coalition; building coalitions and creating mobilization campaigns. She is a graduate of the University of Michigan, has formal training in leadership development and social work and has been a staff member since 2003.

Katharine V. Byers, PhD

Katharine V. Byers, PhD, is retired from Indiana University School of Social Work where she directed the Bloomington BSW Program. She is treasurer of Influencing Social Policy, a national organization of educators helping students learn how to influence policy. She taught social policy, co-authored a policy practice textbook, and conducted research on welfare reform and student activism. She co-founded, with Jean Capler, Call to Action, a Facebook page that supports those advocating for progressive social policies, and works on voter registration and voter empowerment.

Darla Spence Coffey, PhD, MSW

Darla Spence Coffey is the President and CEO of the Council on Social Work Education, the national association for social work education. Its members include over 760 accredited baccalaureate and master's degree social work programs, as well as individual social work educators, practitioners and agencies dedicated to advancing quality social work education.

Amy Coombs, MSW

Amy Coombs is a registered lobbyist, executive director and owner of Prestige Government Relations and Consulting Group. Amy holds a BS in Psychology from Brigham Young University and a MSW from the University of Southern California. In 2015, Amy was a featured speaker at the National Republican Liberty Caucus Conference addressing policies of "Minority Outreach" and served as moderator for the panel entitled "Federal Reserve and US Debt." She has authored local and national publications on policy and advocacy topics and currently serves as the public member on the National Board of Directors for the Council for Interior Design Qualification. On January 12, 2015, Amy received an Official Citation of Recognition from the State of Maryland, "In recognition of her tireless efforts within the legislative process on behalf of

consumers of mental health services". Amy is currently a first-year Network for Social Work Management Policy Fellow.

JaNeen Cross, DSW, MSW, MBA

JaNeen Cross is a Social Work HEALS Policy Fellow at the National Association of Social Workers (NASW). Social Work HEALS is joint collaboration between NASW & the Council for Social Work Education (CSWE) with funding from the New York Community Trust to strengthen the delivery of health care services through education and training. Dr. Cross is the President of the National Association of Perinatal Social Workers (NAPSW) and serves on the board of directors for National Perinatal Association (NPA). She is an Assistant Clinical Professor at Widener University. Prior to entering into policy practice and academia, Dr. Cross was clinical social worker for 15 years at the Hospital of the University of Pennsylvania, Newborn Intensive Care Unit. Dr. Cross received her Master of Social Work at the Temple University and Doctorate of Clinical Social Work at the University of Pennsylvania.

Joan Davitt, PhD, MSS, MLSP

Joan Davitt is an Associate Professor & Hartford Geriatric SW Faculty Scholar at the University of Maryland, School of Social Work and a GSA Fellow. She studies the intersection between policy and practice, and the effects on access to and outcomes of community-based resources that enable older adults to age-in- community and serves as a mentor for the Network for Social Work Management's Policy Fellowship.

Angelique Day, PhD, MSW

Angelique Day is a 2016-2017 Congressional Fellow sponsored by the Society for Research in Child Development and the American Association for the Advancement of Science and placed in the office of Congressman Danny K. Davis, Ranking Member, Human Resources Subcommittee, Committee on Ways and Means, U.S. House of Representatives. Dr. Day came to the Hill after serving six years as an assistant professor in the School of Social Work at Wayne State University in Detroit, Michigan. In September 2017 she will transition to the faculty in the school of social work at the University of Washington- Seattle.

Alan Dettlaff, PhD

Alan J. Dettlaff is Dean and the inaugural Maconda Brown O'Connor Endowed Dean's Chair of the Graduate College of Social Work at the University of Houston. Dean Dettlaff's research focuses on improving outcomes for children and youth in the child welfare system through examining and addressing the factors contributing to racial disparities.

Carrie Dorn, LMSW, MPA

Carrie Dorn serves as the Senior Practice Associate in Health at the National Association of Social Workers. She provides information to NASW members and chapters on health care trends and health policy issues that impact social workers and the clients they serve. Carrie earned her MSW and MPA at Columbia University.

Emily Douglas, PhD

Emily Douglas is an associate professor of social work at Bridgewater State University in Massachusetts. She is also a 2016-2017 Congressional Fellow in the office of Senator Ron Wyden (OR) and the US Senate Finance Committee, dually sponsored by the Society for Research in Child Development and the American Association for the Advancement of Science and Technology.

Megan Finno-Velasquez, PhD, MSW

Megan Finno-Velasquez is an Assistant Professor in the School of Social Work at New Mexico State University in Albuquerque, NM, and Director of the Center on Immigration and Child Welfare. Her research focuses on the welfare of children of immigrants at risk of child welfare system involvement. She teaches MSW policy courses.

Allison Gilbreath, MSW

Allison Gilbreath is Voices for Virginia's Children Policy Analyst for Foster Care and Juvenile Justice. Allison came to Voices' with several years of experience working on issues related to children and families. She began her career at Prevent Child Abuse Virginia, then with the Department of Criminal Justice Services (DCJS), and most recently with the Lt. Governor's office where she worked on the Commonwealth Council for Childhood Success. Allison earned her B.S. and Masters of Social Work degree from Virginia Commonwealth University.

Chris Herman, MSW, LICSW

Chris Herman, MSW, LICSW, is a Senior Practice Associate at NASW. Chris develops resources to enhance practice, analyzes and develops policy, provides technical assistance to NASW chapters and members, and represents the association in multiple national initiatives and partnerships focused on aging. She joined the NASW staff in 2007.

Susan Hoehstetter, MSW

Susan Hoehstetter, Senior Advisor for Foundation Advocacy and Evaluation At Alliance for Justice's Bolder Advocacy Initiative, Sue helps organizations grow and assess their advocacy and community organizing skills. She led the development of evaluation/education tools including the Advocacy Capacity Tool (ACT) International Advocacy Capacity Tool, and PowerCheck for community organizing. Her work has been featured at meetings of Grantmakers for Effective Organizations, Aspen Institute, River Network, and others. Before coming to AFJ, Sue directed the National Association of Social Workers' government relations department. She holds a Masters of Social Work degree from the University of Pittsburgh.

Dawn Hobdy, MSW

Dawn Hobdy, LICSW is the Director of the Office of Ethics and Professional Review at the National Association of Social Workers. She is responsible for the overall vision, mission and structure of the nationwide NASW ethics and professional review program. Ms. Hobdy provides leadership and oversight for all aspects of the program from design and implementation to evaluation. Ms. Hobdy has 21 years of experience developing and writing ethics courses and trainings on various areas as they relate to ethical practice. Ms. Hobdy presents annually at numerous national conferences. Ms. Hobdy served on various task forces including the ASWB International Technology Task Force, the NASW & ASWB *Technology Standards* Task Force, and the NASW *Code of Ethics* Revisions Task Force. She currently serves as Commissioner for the IFSW Ethics Committee. Ms. Hobdy received her MSW degree from Howard University and her BS degree in Communications from Syracuse University.

Jessica Holmes, MSW

Jessica Holmes is Director, Department of Educational Initiatives and Research at the Council on Social Work Education (CSWE). Ms. Holmes has more than ten years of experience in curriculum development, research and evaluation, developing training and workshops, and grants management. She has worked on projects across a number of social work specialties and topic areas, including integrated care, responsible conduct of research, prevention of substance use disorders, mental health services, policy

practice, and military social work. Ms. Holmes received her MSW from the University of Georgia and BA in Sociology from Covenant College.

Stephen Karp, LMSW

Stephen Karp has held NASW positions of chapter executive director, political director and division director. Steve received his BSW in 1977 from Southern CT State University and his MSW in 1983 from Fordham University, with a concentration in community organization. He has extensive experience in successful legislative campaigns.

Dina Kastner, MSS, MLSP

Ms. Kastner has been the Senior Field Organizer at the National Association of Social Workers since August 2003. She previously worked on Medicaid/SCHIP health care access issues in Illinois at the Campaign for Better Health Care. She has a Master of Social Service and Master of Law and Social Policy.

Elisa Kawam, PhD, MSW

Elisa Kawam is originally from NY/NJ but calls the Southwest her home. A proud ASU sundevel she completed her MSW and PhD specializing in PTSD and the intersectionality between child welfare, DV, substance use, and adult attachment. She is currently the Executive Director of NASW in Albuquerque, NM.

Juli Kempner, Esq, LMSW

Juli Kempner Esq., LMSW is a social worker, attorney, and nonprofit administrator. Her work is motivated by a deep commitment to social justice and the inclusion of communities which have previously been underrepresented in leadership. She has served as a public interest lawyer in housing and disability rights, a social worker in behavioral health and with justice-involved individuals, and over ten years in nonprofit management. She has worked in both Georgia and Florida, but the bulk of her career has been in New York where she is currently NASW NYC Chapter Executive Director.

She holds a BA in Psychology from Cornell University, a JD from Benjamin Cardozo School of Law, and an MSW from Hunter College School of Social Work. In addition, she works with the JustLeadershipUSA Close Rikers Campaign, and the Alliance of Families for Justice, an organization committed to working with the families of incarcerated individuals. She is passionate about criminal justice and the effect of mass incarceration on impacted communities and our society as a whole.

Jill Manit, MSW

Jill Manit is currently the Field Education Program Coordinator in the School of Social Work at the University of Nevada Reno. In this role, she recruits and trains field training sites for undergraduate and graduate students and places over 100 students in a structured practicum setting. Additionally, she teaches social work classes and works within a team to assess the program. Jill came to the school with a practice background that spans micro, mezzo, and macro settings. She has provided direct services in the fields of substance abuse, family resource/case management services, and was actively involved in community building and coalition efforts throughout the state of Nevada. Most recently, she worked with SAMHSA/CSAP's Western CAPT at the Center for Application of Substance Abuse Technologies to provide program evaluation training and technical assistance to substance abuse prevention providers and state substance abuse offices in the western region including the Pacific Jurisdictions. Through these experiences, Jill worked to align demands from the Federal level related to accountability and outcome requirements with the realities faced by local providers. This effort sparked a personal and research interest to explore the role and impact of culture and organizational context in service delivery systems.

Angelo McClain, PhD, LICSW

Angelo McClain, PhD, LICSW, is the CEO of the National Association of Social Workers (NASW) and President of the NASW Foundation. Dr. McClain previously served as Commissioner for the Massachusetts Department of Children and Families for six years, a position appointed by Governor Deval Patrick. While there, he oversaw a budget of \$850 million and a workforce of 3,500 employees to address reports of abuse and neglect for the state's most vulnerable children, partnering with families to help them better nurture and protect their children. He holds a Master of Science in Social Work from University of Texas at Arlington, and a PhD in Social Work from Boston College Graduate School of Social Work.

Courtney McDermott, MSW, LCSW

Courtney McDermott is an assistant teaching professor and the Assistant Director of Field Education for the School of Social Work at UM-St. Louis. She coordinates the field education program for the BSW students and teaches the corresponding seminar courses and the BSW policy course.

Heidi McIntosh, MSW

Heidi McIntosh, MSW, is the Deputy Director of Programs at the National Association of Social Workers. Ms. McIntosh previously served as Senior Policy Advisor at the U.S. Department of Health and Human Services in the Administration for Children, Youth and Families. Prior to joining HHS, Heidi served as Deputy Commissioner for the Connecticut Department of Children and Families. Heidi earned a BS in Human Development and Family Relations and her MSW from the University of Connecticut.

Roxana Meruvia, MSW, PMP

Roxana Meruvia is a Senior Practice Associate with NASW. Ms. Meruvia conducts research and develops written products on issues related to child welfare issues. In addition, she participates on national child welfare coalitions and manages the development and revision of NASW's policy statement process. Ms. Meruvia holds an MSW from Virginia Commonwealth University. She is also certified Project Management Professional (PMP).

Zhenia Peterson

Zhenia Peterson hails from the great state of Alaska, also known as the Last Frontier. She recently graduated from University of Alaska Anchorage where she studied Social Work with an emphasis in community organizing and a Minor in Public Health. Her focuses lie in reproductive healthcare and rights, and electing pro-choice candidates to the state and federal legislatures. She was the ISP 2016 BSW award winner.

Suzanne Pritzker, PhD

Suzanne Pritzker is an associate professor at the University of Houston. She began her career as a policy advisor for the Virginia Secretary of Education and the Virginia Legislature. Her research focuses on understanding and increasing political engagement. She teaches graduate-level policy and advocacy courses and coordinates the Austin Legislative Internship Program.

Lisa Richardson, MSS, LICSW

Lisa Richardson is treasurer and past president of the North American Network of Field Educators and Directors (NANFED), and previously served on the CSWE's Council on Field Education. Prior to her work in social work education, Lisa practiced as a clinical social in community mental health settings and supervised multidisciplinary staff as a team leader, program director and clinical director worker

Sunny Harris Rome, MSW, JD

Sunny Harris Rome has been a leader in promoting social work engagement in policy practice for many years. In addition to her teaching and research, she currently serves as President of Influencing Social Policy (ISP), as a commissioner for the Special Commission to Advance Macro Practice in Social Work, and as chair of the Social Welfare Policy & Policy Practice track for CSWE.

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Stephanie Schmit is a senior policy analyst for the child care and early education team and legislative coordinator at CLASP. Her work is focused on quantitative and qualitative analysis of data, state technical assistance and federal and state policy analysis. Ms. Schmit has expertise in home visiting, data analysis, and state and federal child care and early education policy. Prior to joining CLASP, Ms. Schmit worked at the National Center for Parents as Teachers in St. Louis focusing on policy and advocacy for young children. She has also previously worked in direct practice doing home visits through an early childhood program in Cincinnati, OH. Ms. Schmit has a bachelor's degree in Social Work from the University of Cincinnati and a master's degree in Social Work with a concentration in children, youth and families from Washington University in St. Louis.

John Sciamanna

John Sciamanna is the Vice President for Public Policy at the Child Welfare League of America (CWLA). In the past he has served as Executive Director of the National Child Abuse Coalition and led the National Foster Care Coalition.

Amanda Scott, BSW, MA

Amanda D. Scott is the Executive Director for the Association of Baccalaureate Social Work Program Directors, Inc. She is responsible for the day-to-day management and governance of the organization as well as its annual conference. BPD is a national not for profit organization serving social work educators and allied professionals. Its mission is to promote excellence in undergraduate social work education.

Jenay Smith, BA

Jenay is a second-year student at the Bryn Mawr College Graduate School of Social Work and Social Research (GSSWSR) with a concentration in Community Practice, Policy, and Advocacy. Jenay is the president of the Macro Social Work Student Network Bryn Mawr chapter. This January, they hosted their panel on Race in Philadelphia's Juvenile Justice System: Reentry into Society. For close to two years Jenay has staffed the Special Commission to Advance Macro Practice in Social Work. During her time as an undergraduate at Cabrini College Jenay has lobbied on behalf of foreign and domestic aid. Jenay completed post-graduate service with Cabrini Mission Corps.

Tanya Rhodes Smith, MSW

Tanya Rhodes Smith is the Director of the Nancy A. Humphreys Institute for Political Social Work and faculty member at the UConn School of Social Work. Her experience in both the private and public sector includes policy practice, legislative advocacy, community organizing, nonprofit administration, leadership development, fundraising, research and evaluation.

Dianne Stewart, MSSW

Dianne Stewart is the Director of EARN and Network Engagement at the Economic Policy Institute (EPI). EARN is a national network of more than 60 state-level policy research and advocacy organizations. Working with EARN's members, donors, and allies, Stewart facilitates joint initiatives and broadens coalitions on issues affecting low- and middle-income workers. Prior to joining EPI in 2016 she created several non-profits including Indivisible, Public Works and the Texas-based Center for Public Policy Priorities. She has served on numerous boards, councils and coalitions and has an MSSW from the University of Texas at Austin.

John Tropman, PhD

John Tropman is representing the Network of Social Work Managers, of which he is the Vice President. He graduated from Oberlin College, The University of Chicago and the University of Michigan. His specialties are in Macro practice - Management, Community Organization and Policy and Evaluation. Several of my books have been in the Policy Arena, including *Strategic Perspectives on Social Policy* 1st and second editions, *Policy Management in the Human Services* and *Does America Hate the Poor*.

Dina Van der Zalm, MSW, MPH

Dina was a 2016 recipient of the Influencing Social Policy student award for her reproductive rights advocacy in Missouri at the state and local level. She now works as a health care organizer, fighting for policy change to improve access to and the affordability of rural health care.

Adrienne Walters, MSW

Adrienne Walters is a Program Assistant for the Council on Social Work. She received her BSW and MSW with a concentration in social change from George Mason University. She has supported research and grants in health care policies affecting children and families, asset building, mental health recovery, substance use, human rights, and integrated behavioral healthcare.

Rita Webb, MS

Rita Webb is currently Senior Policy Associate in the Social Justice & Human Rights Department, Social Work Practice, Policy and Professional Development Division at the National Association of Social Workers (NASW). Rita is the assigned staff to two of the equity committees mandated by NASW's bylaws. The committees are: the National Committee on Women's Issues and the National Committee on Racial and Ethnic Diversity. She also staffs related issues to these populations, such as human trafficking, domestic violence, women's health, health disparities, pay equity, immigration, cultural competency standards, etc.

Kathryn Wehrman, PhD

Kathryn Conley Wehrmann, PhD is the current President Elect of NASW. She also serves as the BSW Program Director in the Illinois State University School of Social Work. Dr. Wehrmann has been active in advocacy efforts on a state and national level through her involvement with NASW.

Chasity Wells-Armstrong, MSW, CADC

Chasity has dedicated her career to advocacy and public policy. She serves as the Deputy District Director for a Member of Congress. During 2015, she was elected to the city council in her hometown. On February 28, 2017, she was the first African American female to win a major party's primary mayoral nomination. She went on to defeat a 2 term Republican incumbent mayor making history on April 4th as the first African American mayor and female mayor for the city of Kankakee.

Margaret White, MA

Entering social work as an encore career, Margaret is a MSW student and graduate assistant for Dr. Megan Finno-Velasquez.

Patricia White, MSW

Pat White has managed the grant program of The New Community Trust in the areas of Social Services and Welfare, Girls and Young Women, and Homelessness and Hunger. Her work expanded to include a focus on social work research, education and practice with grant making in and outside New York City. Independent of The Trust, she now operates the Fund for Social Policy Education and Practice, an initiative created by the Foundation to help make the education and training of social workers more cognizant of and responsive to, the social policy context and climate of their work. Pat has a MSW from Marywood College (now Marywood University) and an Advanced Management Certificate in Business Administration specializing in nonprofit management from the Urban Business Assistance Corporation at New York University.

Patrick Willard

Patrick Willard is Senior Director, Campaigns, Outreach and Engagement (CORE) for Families USA overseeing the organization's work with partners in all 50 states and the District of Columbia. His team brings resources and critical assistance to advance the Families USA health care agenda in the states and the federal government. He also leads the organization's annual Health Action Conference drawing more than 500 health care advocates to Washington each year to focus on expanding coverage and quality in health care.

Melvin Wilson, MSW, LCSW, MBA

I am currently the manager for the NASW department of Social Justice and Human Rights. Over a 12 year period, I have been directly involved with policy, legislative and practice aspects of economic justice, criminal/juvenile justice, voting rights, immigration and other related social justice concerns. I have an extensive background in health and mental health disparities; racial disparities in the criminal and juvenile justice systems, and in working with national social justice and civil rights coalitions.

Joan Levy Zlotnik, PhD, ACSW

Joan Levy Zlotnik, PhD, ACSW, is currently the Senior Consultant for NASW and Project Director, Supervisory Leaders in Aging, NASW Foundation. Most recently Dr. Zlotnik held the position of Social Work Policy Institute (SWPI) Director. Prior to that she served as executive director of the Institute for the Advancement of Social Work Research. Previously, she served as staff director of NASW's Family Commission and as a Government Relations Associate at the NASW. She was also Director of Special Projects and Special Assistant to the Executive Director at the Council on Social Work Education. Dr. Zlotnik was a fellow of the Gerontological Society of America and an NASW Social Work Pioneer®. She holds a PhD in Social Work from the University of Maryland, an MSSW from the University of Wisconsin-Madison, and a BA from the University of Rochester.

3 > AGENDA

WEDNESDAY, APRIL 26, 2017

- 5:00 REGISTRATION
- 5:15 WELCOME
Patricia White, Executive Director, Fund for Social Policy Education and Practice
Angelo McClain, Chief Executive Officer, National Association of Social Workers
- 5:30 GOALS FOR THE SUMMIT
- 5:40 INTRODUCTIONS
- 6:15 RECEPTION & DINNER
- 7:00 KEYNOTE SPEAKER – CALL TO ACTION – MAXIMIZING SOCIAL WORK’S POLICY IMPACT IN A NEW POLITICAL ENVIRONMENT
Ellen Buchman, Executive Vice President, Field and Communications
Leadership Conference on Civil and Human Rights
- 7:30 DISCUSSION
- 8:15 ADJOURN

THURSDAY, APRIL 27

- 8:00 BREAKFAST
NASW Conference Center
- 8:30 REVIEW CALL TO ACTION & SUMMIT GOALS; INTRODUCTION OF NEW PARTICIPANTS
- 8:45 PERSPECTIVES ON POLICY PRACTICE IN A CHANGED POLICY ENVIRONMENT – STRATEGIES, COALITIONS, RESOURCES
Stephanie Schmit, Legislative Coordinator, Center for Law and Social Policy
Dianne Stewart, Director of Economic Analysis and Research Network (EARN), Economic Policy Institute
Patrick Willard, Senior Director of Campaigns, Outreach and Engagement, Families USA
Moderator: Sunny Harris Rome, Professor, George Mason University Department of Social Work
- 10:00 BREAK

- 10:15 POLICY PRACTICE INNOVATIONS IN SOCIAL WORK EDUCATION: FIELD INITIATIVES, STUDENT ENGAGEMENT & PARTNERSHIPS – INITIATIVES, OUTCOMES & NEXT STEPS
Rebecca Brigham, Field Director, University of North Carolina at Chapel Hill School of Social Work
Jill Manit, Field Director, University of Nevada-Reno School of Social Work
Elisa Kawam, Executive Director, NASW New Mexico Chapter
Jenay Smith, MSW Candidate, Bryn Mawr College, Graduate School of Social Work and Social Research
Moderator: Jessica Holmes, Director of Education Innovation and Research, Council Social Work Education
- 11:30 WORKGROUP SESSION 1 – LEADERSHIP, ENGAGEMENT, & PARTNERSHIPS
- 12:30 WORKING BUFFET LUNCH – WORKGROUPS REPORTS BACK
- 1:30 BREAK
- 1:45 ENGAGING IN POLICY ADVOCACY — HOW TO BE PREPARED & PREPARE OTHERS PUTTING THE CODE OF ETHICS TO WORK IN A NEW POLITICAL CLIMATE
Dawn Hobdy, Director, Office of Professional Review and Ethics, NASW
Tactical Issues for Engaging Practitioners in Policy
Susan Hoehstetter, Senior Advisor, Foundation Advocacy and Evaluation, Boulder Advocacy Initiative of the Alliance for Justice
- 2:15 WORKGROUP SESSION 2: CRITICAL ISSUE BREAKOUTS – HEALTHCARE, IMMIGRATION, RACIAL EQUITY, ECONOMIC SECURITY, CRIMINAL JUSTICE
- 3:15 STRATEGIC REPORT OUT FROM SMALL GROUPS
- 3:45 SUMMARY OF ACTION AGENDA & NEXT STEPS
- 4:00 ADJOURN

4 > SUGGESTED RESOURCES

COALITION FOR POLICY EDUCATION AND PRACTICE IN SOCIAL WORK

www.cswe.org/Centers-Initiatives/Initiatives/The-Coalition-for-Policy-Education-and-Practice-in

Curriculum Work Group Identification and Assessment of Policy Curriculum Resources to be posted soon.

AMERICAN ACADEMY FOR SOCIAL WORK AND SOCIAL WELFARE

www.aaswsw.org

The Grand Challenges for Social Work is a groundbreaking initiative of the AASWSW to champion social progress powered by science.

- > Ensure healthy development for all youth
- > Close the health gap
- > Stop family violence
- > Advance long and productive lives
- > Eradicate social isolation
- > End homelessness
- > Create social responses to a changing environment
- > Harness technology for social good
- > Promote smart decarceration
- > Reduce extreme economic inequality
- > Build financial capability for all
- > Achieve equal opportunity and justice

Grand Challenges for Social Work Policy Briefs

<https://csd.wustl.edu/events/ConferencesAndSymposia/Pages/Grand-Challenges-Policy-Briefs.aspx>

The briefs were prepared for the Social Innovation for America's Renewal: Ideas, Evidence, Action conference in September 2016

<https://csd.wustl.edu/events/ConferencesAndSymposia/Pages/Grand-Challenges-for-Social-Work-Policy-Conference.aspx>

ASSOCIATION OF COMMUNITY ORGANIZING AND SOCIAL ADMINISTRATION

www.acosa.org

Special Commission to Advance Macro Practice

www.acosa.org/joomla/about-the-special-commission

CONGRESSIONAL RESEARCH INSTITUTE ON SOCIAL WORK AND POLICY

www.crispinc.org

CRISP Political Boot Camp

<http://crispinc.org/register-now-for-the-july-9-12-2017-political-boot-camp/>

Social Policy Coalition Newsletter

[https://indd.adobe.com/view/ed4fd80d-732f-4ec1-8dea-34833a86550a;](https://indd.adobe.com/view/ed4fd80d-732f-4ec1-8dea-34833a86550a)

<https://indd.adobe.com/view/7caa46a8-ca34-44d8-837e-c1e6057ff633>

COUNCIL ON SOCIAL WORK EDUCATION

www.cswe.org

Policy Practice in Field Education Initiative

Supported by the Fund for to seed innovation and to develop new models for an integrated approach to heighten the policy skill set of all undergraduate and graduate level social work students, regardless of specialization

www.cswe.org/Centers-Initiatives/Initiatives/Policy-Practice-in-Field-Education-Initiative/Grantees-List

Clearinghouse for Economic Well-being

www.cswe.org/Centers-Initiatives/Initiatives/Clearinghouse-for-Economic-Well-Being

Public Policy Initiative

www.cswe.org/Advocacy-Policy

INFLUENCING SOCIAL POLICY

<http://influencingsocialpolicy.org>

Policy Practice Certificate

Developed by Influencing Social Policy and available through the CSWE Learning Academy

<https://learningacademy.cswe.org/products/policy-practice-certificate-course>

See also webinars hosted by the Network for Social Work Management (below)

NATIONAL ASSOCIATION OF SOCIAL WORKERS

www.socialworkers.org

Washington Update

www.socialworkers.org/advocacy/Washington_Update.asp

Resources on the legal rules for engaging in advocacy, including lobbying an election related activity, www.bolderadvocacy.org

Free tools that help organizations understand what it takes to be effective in their advocacy and community organizing work. www.bolderadvocacy.org/tools-for-effective-advocacy/evaluating-advocacy/act-quick

Advocacy & Organizing Evaluation Tools **Advocacy Capacity Tool:**

www.bolderadvocacy.org/tools-for-effective-advocacy/evaluating-advocacy/advocacy-capacity-toolCapacity Tool

PowerCheck for Community Organizing

www.bolderadvocacy.org/tools-for-effective-advocacy/overview-of-evaluating-community-organizing/powercheck

International Advocacy

www.bolderadvocacy.org/tools-for-effective-advocacy/evaluating-advocacy/international-advocacy-capacity-tool

CENTER ON LAW AND SOCIAL POLICY

www.clasp.org

CLASP works at all levels of government to advance large-scale policy opportunities and system reforms that address the needs of children and parents together as a family. This “two-generation” approach to public policy helps children thrive and parents succeed at school, work, and caregiving—supporting economic opportunity for both generations.

ECONOMIC POLICY INSTITUTE

www.epi.org

The Economic Policy Institute (EPI) is a nonprofit, nonpartisan think tank created to include the needs of low- and middle-income workers in economic policy discussions.

Perkins Project on Worker Rights and Wages. Named for long-time labor secretary and social worker Frances Perkins, is a policy response team tracking the wage and employment policies coming out of the White House, Congress, and the courts.

www.epi.org/research/perkins-project

Economic Analysis and Research Network (EARN)

is a deep-rooted national network that connects public policy thinkers and activists to win progressive state and local economic policy change.

www.epi.org/earn

Advocacy Resources

www.socialworkers.org/advocacy/resources/default.asp

- > Calling Your Member of Congress
- > Lobbying “Do’s” and “Don’ts”
- > Writing a Letter to Your Member of Congress
- > Meeting with A Member of Congress
- > Legislative Glossary

Social Work Policy Institute

www.socialworkpolicy.org

Influencing Social Policy: Preparing Social Work Graduates for Policy Careers

www.socialworkpolicy.org/wp-content/uploads/2013/05/InfluencingSocialPolicyBrief.pdf

NATIONAL NETWORK FOR SOCIAL WORK MANAGEMENT

NSWM Policy Fellows

<https://socialworkmanager.org/programs/nswm-policy-fellows/>
NSWM Special Policy Webinar Series in May organized in partnership with Influencing Social Policy
<http://mailchi.mp/socialworkmanager/join-us-for-a-special-policy-webinar-series-register-today?e=58588b7048>

BOLDER ADVOCACY PROJECT OF THE ALLIANCE FOR JUSTICE

www.bolderadvocacy.org

Bolder Advocacy promotes active engagement in democratic processes and institutions by giving nonprofits and foundations the confidence to advocate effectively and by protecting their right to do so. Our goal is to demystify and decode advocacy by equipping organizations with knowledge and tools.

CENTER ON IMMIGRATION AND CHILD WELFARE

<http://cimmcw.org>

The mission of CICW is to improve programs and policies related to immigrant children and families involved in the public child welfare system. CICW conducts and disseminates research, develops policy and practice recommendations, develops and disseminates resources, and works with federal, state, and local child welfare agencies to facilitate policy and practice improvements.

CHILDREN'S LEADERSHIP COUNCIL

www.childrensleadershipcouncil.org

The Children's Leadership Council (CLC) is a coalition of pre-eminent national organizations dedicated to improving the lives and opportunities of America's infants, children and youth in order to prepare them for school, work, and life. Together, CLC members support investments in children and their families in the areas of: children's safety; children's health and nutrition; early care and education; youth development; and economic security to ensure that children's basic needs are met.

CONFRONTING POVERTY

<https://confrontingpoverty.org>

This project provides a set of tools for learning more about poverty and inequality in the United States including a poverty risk calculator.

EVERY CHILD MATTERS

<http://everychildmatters.org>

Every Child Matters is a non-partisan children's advocacy organization whose mission is to make children a national priority.

FAMILIES USA

www.familiesusa.org

Families USA is a leading national voice for health care consumers, and is dedicated to the achievement of high-quality, affordable health care and improved health for all.

Families USA Public Policy Guide for Enrollment Assisters

<http://familiesusa.org/initiatives/enrollment-assister-toolkit>

Families USA Key Issues

<http://familiesusa.org/issues>

INDIVISIBLE PROJECT

www.indivisibleguide.com

The Indivisible Project is a registered 501c(4) nonprofit whose mission is to fuel a progressive grassroots network to defeat the Trump Agenda. The Indivisible Guide provides a Toolkit on Grass Roots Advocacy including connecting with your members of Congress, organizing locally and advocacy tactics.

LEADERSHIP CONFERENCE ON CIVIL AND HUMAN RIGHTS

www.civilrights.org

The Leadership Conference on Civil and Human Rights is a coalition charged by its diverse membership of more than 200 national organizations to promote and protect the civil and human rights of all persons in the United States. Through advocacy and outreach to targeted constituencies.

Take Action

www.civilrights.org/action_center/

Issue Guide

www.civilrights.org/issues/

NANCY A HUMPHREYS INSTITUTE FOR POLITICAL SOCIAL WORK

<http://ssw.uconn.edu/our-community/centers-institutes-projects/nancy-a-humphreys-institute-for-political-social-work/>

The Nancy A. Humphreys Institute for Political Social Work works to increase the political participation and influence of social workers, and the communities they serve, through education and training, research and agency-based nonpartisan voter engagement.

SUGGESTED ARTICLES

The Coalition's *Identification and Assessment of Policy Curriculum Resources* (to be posted soon) includes a selected bibliography covering Teaching Strategies; Innovative Teaching Applications; Intersectionality of Race, Ethnicity, Poverty; Social Work and Social Justice; Professional Policy Practice, and Substantive Areas of Policy.

Additional articles identified by Rebecca Brigham

Beimers, D. (2015). NASW involvement in legislative advocacy. *Journal of Policy Practice*, 14(3-4), 256-274.

Beimers, D. (2016). Legislative advocacy days: Building political self-efficacy in social work students. *Journal of Policy Practice*, 15(4), 269-288.

Bliss, D.L. (2015). Using the Social Work Advocacy Practice Model to Find Our Voices in Service of Advocacy. *Human Service Organizations: Management, Leadership & Governance*, 39(1), 57-68.

DeRigne, L., Rosenwald, M., & Naranjo, F.A. (2014). Legislative advocacy and social work education: Models and new strategies. *Journal of Policy Practice*, 13(4), 316-327.

Hamilton, D., & Fauri, D. (2001). Social Workers Political Participation: Strengthening the Political Confidence of Social Work Students. *Journal of Social Work Education*, 37(2), 321-332.

Hoefler, R. (2010). Introduction: Contemporary research on social work advocacy and policy practice.

Hylton, M.E. (2015). Civic Engagement and Civic Literacy Among Social Work Students: Where Do We Stand? *Journal of Policy Practice*, 14(3-4), 292-307.

Zerden, L.D.S., Sheely, A., & Despard, M.R. (2016). Debunking macro myths: findings from recent graduates about jobs, salaries, and skills. *Social Work Education*, 35(7), 752-766.

ABOUT THE SOCIAL WORK POLICY INSTITUTE

The Social Work Policy Institute was established in 2009 and is a division of the NASW Foundation. Its mission is:

- > To strengthen social work's voice in public policy deliberations.
- > To inform policy-makers through the collection and dissemination of information on social work effectiveness.
- > To create a forum to examine current and future issues in health care and social service delivery.

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