MINNESOTA
BOARD OF SOCIAL WORK

An Equal Opportunity Employer

335 Randolph Ave Ste 245
Saint Paul MN 55102
612-617-2100 | fax 651-215-0956
social.work@state.mn.us | mn.gov/boards/social-work

*Protecting the Public*

# NOVEMBER 4, 2022 BOARD MEETING MINUTES

| | |
|---|---|
| **Members via WebEx:** | Heidi Holmes, LGSW<br>Yolonda Rogers, LICSW<br>Lori Thompson, LSW<br>Stephanie Jacobson, LSW<br>Thomas Brooks, Public Member (joined at 11:45am)<br>Ken Middlebrooks, Public Member<br>Angie DeLille, LICSW<br>Christopher Anderson, Public Member |
| **Members In-person**: | Jolene Engelking, LISW<br>Kate Goodman, LICSW<br>Pa Der Vang, LICSW, Chair<br>Mary Weaver, Public Member<br>Tera Nelson, LSW (joined at 9:30am) |
| **Members Absent:** | Donna Ennis, LSW<br>Dieu Do, Public Member |
| **Staff In-person:** | Youa Yang, LICSW, Executive Director<br>Michelle Kramer-Prevost, LISW, Assistant Director<br>Kimberly Doran, Social Work Licensing Coordinator<br>Lisa Martinez, Communications & Executive Services Coordinator |
| **Staff Via Web-Ex:** | Connie Oberle, Office Manager<br>Jairus Ndulah, Compliance Unit Investigator<br>Rebecca Moskow, JD, Compliance Unit Manager |
| **Staff Absent:** | None |

## MINUTES

1. **<u>Call to Order & Approve Proposed Agenda</u>**
   Vang called meeting to order at 9:12am and read mission and value statements.

   Roll call attendance was taken.

   **ACTION: Motion to approve the agenda was made by Holmes and seconded by DeLille. Roll call vote was taken, and the motion carried unanimously.**

2. **Member Roundtable**: Ted Talk: Chasing Systemic Change | Andi Sharma | TEDxSaskatoon - YouTube

Goodman asked the Board Members to consider systematic changes in their day-to-day work and as a regulatory agency.

9:50am Vang moved to #4 – listed as Public Comment on the agenda, to keep schedule with the agenda.

3. **Public Comment** Public comment are public data under Minn. Stat. Ch 13. 9:40
Public Comment took place at 9:50am. There were 9 public members in attendance. Public comment was offered by two members.

Comments:

Goodenough: Commented on behalf of the Coalition of Licensed Social Workers. This is the group that fought for licensure of Social Work. Group is now discussing alternate pathways to licensure and is pleased this board is open to that as well. Details of the interstate licensure compact need to be determined. They are in support of being part of the compact.

Tsua Xiong : Commented on behalf of study group formed by individuals that had difficulty passing the ASWB exam. The process of RE-registering with ASWB and BOSW is costly and time consuming. This affects students of color in higher numbers. He is in favor of alternate pathways to licensure and would like to further study the discrepancies of who does/does not pass the exam on the first try.

Vang moved back to Item #3 Consent Agenda

4. **Consent Agenda**
A. October 7, 2022 Board Meeting Minutes

**ACTION: Motion to approve the consent agenda was made by Anderson seconded by Holmes. Roll call vote was taken, and the motion carried unanimously.**

5. **Staff Leadership Reports:**
A. Executive Director Report:
Yang reminded members of the 3 board member vacancies; 2 public member and 1 licensed social worker. A GovDelivery notice was sent on November 2, 2022.

Staffing update: Lisa Martinez is leaving BOSW effective Monday, November 7. Thanks were offered to Lisa for her role at the BOSW.

Budget Update:

- The proposed 2024-2025 budget was submitted.
- The Biennial report was also submitted.
    - MMB will notify us if there are follow up questions

Members were reminded that all work is aligned with our strategic framework

B. Licensing Unit:
Kramer-Prevost reported on licensure by endorsement:

- January 2020 – October 2020
  Changes in LGSW can be attributed to the executive order on Telehealth Registration that ended in 2021.

Several student presentations were scheduled in November.

C. Compliance Unit:
Moskow shared updated numbers:

- 299 open complaints
- 713 resolved since January 1.
- Backlog of cases are dwindling. There are still some cases will remain open longer due to complexity or unwillingness of licenses to cooperate with the compliance process

HPSP numbers are fairly level.

Moskow is working on convening a meeting of the Compliance Committee to focus on questions that arose in the last board meeting regarding what data we have that can help determine if there is bias in the compliance process.

- Middlebrooks asked if there are reports offered showing complaint type
- Moskow stated that that information was shared in the budgeting reports.

**6. <u>Action Items</u>**

**A.** BOSW 2022-2023 Committee Appointments
Jacobsen volunteered to Chair L&R. Middlebrooks should be assigned to CEOC committee. Board Dates requested to be added to the document.

**Motion to approve Committee Appointments amended with Middlebrooks added to CEOC and Board Meeting dates added was made by Engelking and seconded by Jacobson. Roll call vote was taken, and the motion carried unanimously.**

B. BOSW Meeting dates for the Board and Committee Meeting
Vang asked that Committees decide on date changes and get revisions into her by Jan 1, 2023. Committee chairs are responsible for committees staying on task.

Current committees are in place until January 1, 2023 when the new committees are in effect.

**Motion to approve Board and Committee dates was made by Anderson and seconded by Weaver. Roll call vote was taken, and the motion carried unanimously.**

C. Attendance: FARB (Federation of Association of Regulatory Board) January 26-28th: in Nashville, TN
Executive committee approves to send 1 staff person if the content of the conference is applicable. Review agenda when available before making a decision.

**No motion needed as this came from Committee. Roll call vote was taken, and the motion carried unanimously to send one staff member to FARB if it is determined that the content is applicable to BOSW work.**

**12:00pm Break & Lunch. Vang determined to move lunch to the end of the meeting as the agenda was moving along quickly.**

Discussion below started at 10:27am.

**7. Discussion Regarding the ASWB Data Release in August 2022**

- Review BOSW Response August 2022 [Attached Response]
- Discuss action steps to address the BOSW Response to ASWB Data Release

Vang read a statement recapping the background of the data release and BOSW's role in it. Members were advised to go to the appendix for the data

Yang asked that members think about how to engage strategically with communities. The data release involves systemic change. We need to do a thorough community scan to determine needs and ensure that we address/consider all necessary components in this long process of making change.

Members engaged in discussion about the ASWB data release and the BOSW's continuing role moving forward.

- Jacobson: elimination of the Bar Exam for Attorneys has been brought up. What would happen if the ASWB exam was eliminated for certain license categories?
- Engelking: the disparities shown by the data are not surprising. But now that we have those numbers, we need to determine how to move forward. How does a competent social worker relate to our responsibility to protect the public? The reasons for not passing the exam are multi-pronged. We need to consider the education piece. There are communities that have historically experienced harm from the social work profession. Implementing new systems (such as alternate pathways to licensure) is a very lengthy process in Government, we are under that constraint. We need to consider unintended results; devaluing the profession, putting limits on the profession (reimbursements)
- Rogers: highlighted that the tools used to test competence have attachment to white privilege, culture and ethnocentric ideas. Next steps should consider not just professionals, but public impact. Barriers for access to professionals is impacting services for clients and the public.
- Goodman: The Board is very active with ASWB and engaged with that key stakeholder. How can we lean into that sphere of influence and get ASWB to create an alternate pathway? To make systemic change we should look to what repair work is happening. There are barriers for BOSW to navigate through. How do we engage a collaborative that is committed to alternate pathways, and a high level of eligibility (licensed through the compact)
- Holmes: recognized her own bias as she has taken the clinical 6 or 7 times and has not passed by 1 point each time. The financial part and the waiting to take the exam again is very frustrating.
- Anderson: in favor of an alternate pathway, but not of the compact (as that requires passing an exam) Will the compact leave behind those that we are trying to bring in to the profession?
- Middlebrooks: very serious about professional standards. Some type of assessment is essential, to show that social workers know what they are doing. The BOSW needs to collaborate with stakeholders.

- DeLille: Agreed that an assessment is critical. BOSW should make decisions that are aligned with the community. Community engagement strategy is exactly what we should be focused on. We need to listen to all ideas.
- Thompson: there was 10 years of data collected, but there are some very small populations in the data. Maybe ASWB should collect data differently for some populations. It seems like more data is needed. There is a good start, but I'd like more.
- Nelson: echoed that high grades/academic success does not make a good social worker. The BOSW has a responsibility to work on alternate pathways.
- Weaver: sees the impact of the data and the need for change. There needs to be some type of assessment. The education conference in spring is on the Art and Science of Data (ASWB).
- Kramer-Prevost: agrees with holding ASWB's feet to the fire, what about doing the same with CSWE? They are a piece to this puzzle and the systemic process. There is a lack of data as those in social work are prevalently white women. All 3 are parts of this Wicked problem.
    - Middlebrooks: these are not new issues – the provisional license grew out of some older discussions
    - DeLille: agreed that CSWE is part of this. As Social workers we should think as a system. What do we take responsibility for and what do we push others to take responsibility for?
    - Anderson: what's the data on the provisional license holders – as far as complaints and disciplinary action? Can be helpful to look at for the broader picture
        - Moskow shared that there are only 4 board actions involving provisional licenses. 3 orders of reprimand (renewal noncompliance, failure to pay late fee) 1 surrender.
    - Jacobson: also thought of CSWE. Thought of repairing harm, how do we stop perpetuating harm. What about not charging for multiple test retakes?
    - Vang: is it possible to be more flexible with pass rates (within 1 or 2 points)
    - Goodman: also interested in pass rates, does BOSW have any jurisdiction. Does ASWB adjust pass rates for certain demographics.
        - Per Kramer-Prevost: BOSW does not have control over the exam. Statutes says you have to pass ASWB exam.
        - Holmes: pay $260 to take test, board fee for Registration (open for 1 year, then needs to be repaid)
        - Pass rates are based on the actual number of questions, the raw
        - What about waiving the BOSW registration fee?
            - We do need to go to legislature to do that . We have a blanket variance – that extends the year limit. That hardship variance must be requested

**ACTION: there will be more discussion on how blanket variances work and what control over them the BOSW has.**

- Goodman asked for a place holder on the BOSW website for Community Engagement to share testimony, ideas to be reviewed by CEOC. Community engagement
- Goodenough offered to share results from the 2 listening sessions NASW held.

Moskow directed members where to go to find information on Board Actions:

- BOSW website/Public tab/search for Board Actions. This shows all disciplinary actions.

Moskow cautioned members that looking at dismissed complaints may be misleading as not all complaints are submitting with the intention of protecting the public and ensuring standards of social work practice.
Anderson: can we get numbers on who is practicing that never took the exam (blanketed-in). Can this show who we are getting complaints on?

- Kramer-Prevost said that staff can mine that data

**ACTION: Staff will pull the numbers for provisional licenses, and number of blanketed in licenses.**

**Oral Reports**

A. Executive Committee Vang
   - Vang reported no new news.
B. Finance Committee Engelking
   - Engelking reported we are waiting for approval for 24/25 budget.
   - There are additional IT expenditures to include in the budget.

**8. Other/New Business**

No new business.

**Motion to close the meeting for executive session was made by Anderson and seconded by Jacobson. Roll call vote was taken, and the motion carried unanimously.**

**9. Executive Session: (Closed to Public) Compliance Cases**
**General Disciplinary Action under MS 148E.260, subd. 1**

**ACTION: Compliance Panel B moved to adopt the Stipulation and Consent Order for Jennifer Manning, LICSW. The motion passed unanimously by roll call vote.**

**ACTION: Compliance Panel A moved to adopt the Order for Unconditional License for Hussein-Wali Mohamed, LGSW. The motion passed unanimously by roll call vote.**

**ACTION: Compliance Panel A moved to adopt the Order of Reprimand for Andrea Radzak, LSW. The motion passed unanimously by roll call vote.**

**ACTION: Motion to reopen meeting was made by Weaver and seconded by Anderson. Roll call vote was taken, and the motion carried unanimously.**

**10. Adjourn**

**ACTON: Motion to adjourn was made at 2:14pm by Engelking and seconded by Weaver. Roll call vote was taken, and the motion carried unanimously.**

Respectfully submitted,

Jolene Engelking, LISW
Secretary/Treasurer