

ADVISORY COMMITTEE

Friday, February 7, 2020 – 1:00pm-3:00pm

Minutes

- Members Present:** Karen Goodenough, LGSW, NASW, Chair, Deseria Galloway LGSW, NABSW, Stephanie Horak, LSW, MNHSPA
- Members on Phone/WebEx:** Stephanie Jacobson, LSW, Jay Palmer, LISW, MN Conference on SW Ed, Dan Porter, MSW, LICSW, MN School SW Assoc
- Members Absent:** Courtney Gunderson, LGSW, AMPSW, G Lee Xiong, LGSW, MN Hmong Social Workers Coalition, Elizabeth Soung, LGSW, MN Hmong Social Workers Coalition, Gertrude Buckanaga, LISW, MN American Indian Mental Health Advisory Council, Renita Wilson, LICSW, National Association of Black Social Workers-MN Chapter, Karen Frees, LICSW, MN Coalition of Licensed Social Workers, Kay Hansen, LISW, MAHCSW Mike Justin, LICSW, MAHCSW
- Staff Present:** Kate Zacher-Pate, Lisa Martinez

Meeting Cancelled due to technical issues and low member turn out. Chair, Karen Goodenough sent following email to all members:

Hi folks,

We're having tech issues and only have 3 groups present, so we are ending the meeting for today. Two things to do please:

- If you haven't already, please respond to Kate ASAP and let her know if your Association is in support of the Legislative Proposal, or if you have any feedback or questions.
- Please review the results of the customer satisfaction survey with your leadership, and we will discuss at our next meeting.

Take care everyone!

KG

- ACTION: KZP will reach out to Organizations we have not yet heard from.
- BOSW will send to all members: Side by Side, Full Proposal, Customer Satisfaction Survey results, Bill Language

1. Call to order [Karen Goodenough, Chair]

- 2. Minutes: [Karen Goodenough] [Action] [Attached]**
 - a. December 6, 2019
Motion Seconded
- 3. Member organization updates [All] [Information]**
- 4. BOSW 2020 Legislative Proposal Update [Kate Z-P]**
 - a. Reports from AC Members on organizations' response
 - b. Legislative response and activity
- 5. AC Project Updates: [Kate Z-P] [Information] [Attached]**
 - a. BOSW Customer Satisfaction Results Initial Report 01/17/20
 - b. Discussion of results and possible recommendations
- 6. New business**
- 7. Adjourn**

ADVISORY COMMITTEE

Friday, August 7, 2020 – 1:00pm-3:00pm – WebEx Meeting

COMMITTEE MEMBERS

Committee Members:

Present via WebEx: Karen Goodenough, LGSW, Chair; Deseria Galloway, LGSW; Courtney Gunderson, LGSW; Renita Wilson, LICSW (left 2:00 pm); Elizabeth Soung, LGSW; Dan Porter, LICSW; Stephanie Horak, LSW (joined 2:12 pm); Mike Justin, LICSW (joined 2:30 pm)

Absent: G Lee Xiong, LGSW; Gertrude Buckanaga, LISW; Karen Frees, LICSW; Jay Palmer, LISW

Board Members and Staff:

Present via WebEx: Stephanie Jacobson, Board Member, LSW; Michelle Kramer-Prevost, LISW, Assistant Director; Kate Manley, Communications Specialist

Absent: Kate Zacher-Pate, LSW, Executive Director

AGENDA

1. Call to order [Karen Goodenough, Chair]:

- a. Committee recognized Kay Hansen, LISW, MN Association of Home Care Social Workers; retired from Advisory Committee in early July. Members present requested BOSW staff send thank you card to Kay Hansen signed on behalf of all members. Committee also recognized new member Mike Justin, LICSW, MN Association of Home Care Social Workers.

2. Minutes:

- a. No proposed additions to February 7, 2020 meeting minutes.
Goodenough motion to approve; all in favor; none opposed. February 7, 2020 minutes approved.

3. Member organization updates:

- a. *Porter; Minnesota School Social Workers Association:* Planning to hold annual fall conference virtually. Current legislative focus on creating legislation to allow school social workers to do third party billing. Issue has been on radar for several years; some confusion currently among agency providers and others about whether school social workers have same qualifications as social workers in other areas. May request BOSW provide clarification to stakeholders regarding qualifications of LICSW school social workers.
- b. *Gunderson; Association of Macro Practice Social Workers:* Trying to engage members remotely and conduct “business as usual” as much as possible. Held annual legislative recap event virtually on July 30 (originally scheduled for May). Virtual format was successful with about 14 people in attendance and breakout sessions of 3-4 people each; enthusiastic engagement from Representative Edelson.

Goodenough noted that feedback on event was positive. Association has committee meeting scheduled in August via either Google Hangouts or Zoom and is continuing to hold virtual happy hours and book clubs; book clubs have CE hours available. Also holding meeting in August to plan virtual event for October.

- c. *Wilson, Galloway; National Association of Black Social Workers—MN Chapter*: Wilson reported Association continues to meet monthly and is focusing on building membership and working on social policies. Fall conference planned for October 2, 2020; virtually and in-person (if possible). Save-the-date with conference details will be provided to Kramer-Prevost/Zacher-Pate to be shared with all Advisory Committee members. Galloway reported on theme and content of conference: “Essential Values of the Black Family” with focus on truth, justice, and balance; mental health and implicit and explicit biases in lieu of systematic racism.
- d. *Soung; Minnesota Hmong Social Workers Coalition*: Conference scheduled in April or May cancelled due to COVID-19 pandemic. Not planning to reschedule conference for this year; wait until 2021 to resume conferences.
- e. *Goodenough; National Association of Social Workers—MN Chapter*: Switching all events to virtual/online format. Fall conference to be held September 21-24 with virtual access to live content for four days and recorded content for three weeks following event. Focusing on making accessible with reasonable costs; \$100 for members for 40 CE hours. Last morning will include panel of diverse younger social workers discussing future of field with racial justice lens. Racial justice committee formed and meeting week of August 10; reached out to National Association of Black Social Workers—MN Chapter and Minnesota Hmong Social Workers Coalition and any other associations welcome to get involved. Planning to hire lobbyist in partnership with Minnesota Coalition of Licensed Social Workers and Minnesota Clinical Society for Social Work; will focus on telehealth. NASW-MN has infrastructure for virtual events in place and willing to partner with other associations for conferences or events; reach out to Goodenough if interested.

4. BOSW Report:

- a. Goodenough noted that jurisprudence exam (“Know Your Licensing Law” online module) not yet ready to be reviewed by Advisory Committee but hopes to review in upcoming meeting.
- b. Kramer-Prevost provided updated on Board and committee work since Advisory Committee has not met since February. In the interim BOSW has held virtual board meetings in March, May and July. Board has hired new staff member, Kimberly Doran, LICSW, Social Work Licensing Specialist; experience as school social worker in Richfield public schools. Student presentations will be held virtually this fall; one virtual presentation held for Winona with several more on the schedule for fall. Schools have been receptive to virtual format.
- c. Kramer-Prevost reported on 2020 Legislation effective August 1, 2020; major focus of BOSW staff over last several months. Held co-webinar with NASW-MN to talk about changes. Changes are all positive for licensees with focus on updating and modernizing policies. One major change is discontinuance of mailing paper license cards—BOSW reached out to PELSB to ensure school social workers don’t face issues due to change. Primary source verification is available online and can be printed. Online information is more complete and up-to-date and includes history of disciplinary actions. Another change includes increasing amount of CE allowed via independent learning to 50% of total hours instead of 15 hours allowed prior to changes; allows for more independent learning hours per license renewal term. Deployed changes to website and licensing database on August 1; overall went smoothly. FAQs and fact sheets provided on website to address questions from stakeholders. Goodenough noted that co-webinar was well-received and available on NASW-MN YouTube channel. Wilson inquired about whether mailing of license renewal notices has been discontinued. Kramer-Prevost clarified that while

paper license cards were discontinued as of August 1, mailing license renewal notices will continue until infrastructure is in place to send notices electronically—likely late fall of 2020.

- d. Kramer-Prevost provided update on jurisprudence exam/“Know Your Licensing Law” online learning opportunity. Online module is in process. Question bank has been developed but launch requires deploy of major database update; likely late fall of 2020 at earliest. Online module will be open book and provide one free hour of CE.
- e. Feedback requested from Advisory Committee members on new student licensing video. Link to video “draft” provided to Advisory Committee members prior to meeting. Video will need tweaks due to legislative changes.
 - i. Wilson noted video was overall very informative but missing detail about the 360 Clinical Clock Hour requirement; advanced standing students in particular need to be made aware they may not have hours from coursework alone. Kramer-Prevost noted that legislative changes also increased number of 360 Clinical Clock Hours allowed via independent learning from 90 to 120 to benefit applicants that do not meet requirement from coursework alone and previously needed to complete additional graduate coursework.
 - ii. Goodenough noted that provisional license information is not included and should be available, so students know it is an option. Recommended including information about when a license is required and why a license is still required even if not required by employer due to frequency of questions on the topic from students. Also recommended noting that licensing is different in every state and providing information about requirements once licensed. Kramer-Prevost clarified that additional video modules are to be developed to provide detailed resource on topics like supervised practice and continuing education. Goodenough also noted graphic explaining who is eligible for different levels of licensure with more plain language (avoid terminology like “accreditation”) would be helpful; also clarify that LGSWs not always required to obtain LISW or LICSW.
 - iii. Gunderson also noted lack of information about provisional license, as well as temporary license information and options before license is granted.
 - iv. Galloway also noted provisional license as important piece, as well as providing information about whether students are able to practice while waiting to be licensed.
- f. Kramer-Prevost reported on out-of-state registrants for telehealth under Executive Order 20-28, which is in effect for duration of peacetime emergency. Peacetime emergency currently in effect until August 12; not yet determined if it will be extended. As of July, BOSW had 230 registrants, with estimated 260 as of meeting date. Kramer-Prevost noted there may be an increase in temporary license applicants when peacetime emergency ends. Registrants are being notified via email by BOSW when/if peacetime emergency is extended.
- g. Kramer-Prevost noted upcoming Board work includes biennial budget planning; currently in early phases and getting direction from Minnesota Management and Budget (MMB). Board is also working on “mini” strategic plan to get something in place since last strategic plan ended in 2018. A new strategic plan will be developed early in 2021.
- h. Jacobson recognized new Board Vice Chair Pa Der Vang, who replaces departing Board member Jill Grover. Kramer-Prevost noted Board members Pa Der Vang and Lori Thompson re-appointed for second term, and new Board member Kate Goodman, LGSW, was appointed in June.

5. New business

- a. Goodenough inquired about BOSW response to racial justice and requested update on Board’s position on requiring CE hours in racial justice or similar content area. Jacobson reported that issue was discussed at July board meeting, in part in response to communication received from 14 licensees.

Board's decision was to gather information and continue the discussion at upcoming Board meetings. Goodenough requested that Advisory Committee weigh in and consider providing formal recommendation to Board. Committee engaged in discussion regarding possibility and logistics of adding required CE content area for license renewal in racial justice/anti-racism. Kramer-Prevost noted expansion of definition of social work ethics to include "cultural awareness and social diversity" included in legislative changes effective August 1. Porter noted that Minnesota School Social Workers Association was very supportive of expansion of definition of social work ethics. Goodenough expressed view that requiring the content area demonstrates to licensees that it is a priority and a focus. Galloway agreed and noted importance for profession to show leadership in this area and would support inclusion of required CE hours. Gunderson also expressed support for inclusion of adding requirement, noting that it creates accountability. Horak (*joined meeting at 2:12 pm*) noted that language for requirement in law would need to be carefully considered; more prescriptive language may lead to exclusion of some areas. Soung expressed support and noted importance for BOSW to include racial/social justice, equity training in CE hours required for license renewal. Goodenough recommended Advisory Committee members take issue back to organizations to develop written recommendation for Board. Kramer-Prevost noted time constraints for proposing legislation and suggested Advisory Committee response by September board meeting. Committee members agreed and Goodenough will communicate with Zacher-Pate and committee members to coordinate a response.

6. Adjourn

- a. Final meeting business included discussion of next Advisory Committee meeting. Scheduled for October 2 but several members have conflict. September 25 discussed as possible new date; members in attendance support. BOSW staff will follow up with all committee members to confirm. No changes to December 4 meeting date.
- b. Meeting adjourned 2:35.

ADVISORY COMMITTEE

Friday, September 25, 2020 – 1:00pm-3:00pm – WebEx Meeting

- Members on Call-in: Stephanie Jacobson, LSW, Board Liaison, Dan Porter MSW, LICSW, MSSWA, Courtney Gunderson, LGSW, AMPSW, Stephanie Horak, LSW, MNHNSWA, Renita Wilson, LICSW, NABSW, G Lee Xiong, LGSW, MN Hmong Social Workers Coalition, Deseria Galloway, LGSW, NABSW, Karen Frees, LICSW, MN Coalition of Licensed Social Workers, Mike Justin, LICSW, MAHCSW (signed on to meeting but had technical issues)
- Members Absent: Karen Goodenough, LGSW, NASW, Chair, Chair, Elizabeth Soung, LGSW, MN Hmong Social Workers Coalition, Gertrude Buckanaga, LISW, MN American Indian Mental Health Advisory Council
- Staff Present: Kate Zacher-Pate, LSW, Executive Director, Lisa Glass Martinez, Comm. & Executive Services Coordinator

MEETING MINUTES

1. Call to order

1:07pm Zacher-Pate calls to order as Karen Goodenough is not in attendance.

2. Minutes:

Motion to approve August 7, 2020 minutes made by Gunderson and seconded by Porter. Motion carries.

3. Member organization updates [All] [Information]

- a. **Gunderson**; *Association of Macro Practice Social Workers*: planning virtual social event Oct 20 on restorative justice, in November, Book clubs will resume, doing virtual happy hours, working to increase social media presence, also opening a swag store. The legislative recap event went well.
- b. **Porter**; *Minnesota School Social Workers Association*: – planning fall conference. Received a mini grant, information is available on website on putting together supervision plan, document, and research. It's geared to SW but useful for others as well. Discussions around billing SW minutes on IEP. (Currently must be certified to do that). Finding openness around that, including from Governor's Office. Helps schools offer more mental health. Legislation being crafted, have author and other pieces in place.
- c. **Horak** – having virtual annual conference. There are 150 mostly non-members attending, each Tuesday & Thursday for 3 hours each day (run for 2 weeks). COVID testing is required for staff monthly, takes many resources. COVID impacting residents and visiting family members with testing and navigating indoor spaces to ensure safety. Impact of isolation being recognized for seniors; adjustments are difficult to manage. Stephanie's position has been eliminated at the end of year. Company is downsizing due to lack of entry level nursing, and lost dollars in elective surgeries.

- d. **Wilson**; *National Association of Black Social Workers—MN Chapter* – anticipating annual fall (virtual) conference: Next week, Friday, October 2. Topic: Essential African American values. Attendance is encouraged. Also working on advancing membership.
- e. **Galloway**; *National Association of Black Social Workers—MN Chapter* – Details about the conference are shared; strong panel presenting, addresses what people of color are contending with on a regular basis. Information will help in work with families and learn about marginalized people of color.
ACTION: Zacher-Pate will resend conference notice.
- f. **Xiong**; *MN Hmong Social Workers Coalition* - working on revamping coalition, trying to schedule next meeting – postponed conference to spring.
- g. **Frees**; *MN Coalition of Licensed Social Workers* - grappling with many challenges and layers as are all of us. Anti-racism, social justice efforts are at forefront as important work. Being realistic about bringing things to state legislature, as that system too is overwhelmed. One issue at front is telehealth, how we provide services. Might be able to have statewide impact, also national issue as well. Hoping to hire someone in position to take on legislative work for Coalition.
- h. **Justin**; *MAHCSW (report given by Frees, due to technical issues for Justin)* challenge of providing in-home services, along with telehealth, PPE is huge battle, also challenges with assisted living, senior training procedures. Concerns raised and getting media attention with impact of COVID on seniors and vulnerable people. Workers are in a struggle to keep up, some are seeing increases in referrals, many individuals are choosing not to go to facilities for care mainly due to fear of isolation. Overall there is an increase in the complexity of cases. New safety issues have arisen.

4. BOSW Report

a. **Board and committee work**

Board meeting rescheduled to October 9. New video “License Application Process for Social Work Students” is launched and available on BOSW website. The plan is to roll out more videos on supervised practice, licensing requirements, license renewal, CE and ethical standards of practice. Zacher-Pate sees AC as key partners, especially in the following areas to provide input to the BOSW related to Legislative and Rules Committee review of supervised practice, ethical standards, and continued engagement with stakeholders to remove exemption for county social workers. AC members will also be asked to provide feedback on the new 2021 strategic plan and assist with testing the Know Your Licensing Law online service in early 2021.

b. **BOSW FY 22-FY23 biennial budget planning**

Budget planning occurs every 2 years, forecasting done mainly by staff, budget data is slow in coming this year. Due to significant state budget deficit, agencies have been instructed to plan for current base budgets. Hopeful fee increases not needed; however, final budget data is not complete. Preliminary fiscal years 2022-2023 biennial budget will be presented at rescheduled October 9 public Board meeting.)

c. **Continued work on Diversity Equity Inclusion (DEI)**

Board has made commitment to this work. In process of exploring trainings for both board and staff. Leadership and Development charged with task. DEI work will be ongoing likely with both internal and external trainers, in addition to State of MN trainings for employees. BOSW received requests to require DEI CE hours. This was referred to the Legislation and Rules Committee, which has not yet met.

d. **New strategic plan development 2021**

BOSW intends to embark on a new strategic plan in early 2021.

5. New business

No new business.

6. Adjourn

Motion to adjourn made by Gunderson at 2:09 and seconded by Porter. Motion carries.

ADVISORY COMMITTEE

Friday, December 4, 2020 1:00pm-3:00pm Web Ex Meeting

Members present:	Karen Goodenough, LGSW, NASW-MN, Chair, Deseria Galloway LGSW, NABSW, Stephanie Horak, LSW, MNHSSWA, Dan Porter, LICSW, MNSSWA, Courtney Gunderson, LICSW, AMPSW, Elizabeth Soung, LGSW, MN Hmong Social Workers Coalition, Mike Justin, LICSW, MAHCSW (at 1:45pm)
Members absent:	G Lee Xiong, LGSW, MN Hmong Social Workers Coalition, Gertrude Buckanaga, LISW, MN American Indian Mental Health Advisory Council, Renita Wilson, LICSW, National Association of Black Social Workers-MN Chapter, Karen Frees, LICSW, MN Coalition of Licensed Social Workers, Kay Hansen, LISW, MAHCSW
BOSW/Staff present:	Kate Goodman, LICSW, BOSW Liaison Kate Zacher-Pate, LSW, Executive Director Lisa Martinez, Board Staff

MINUTES

1. Call to Order 1:06pm

- Goodenough called to order at 1:06pm and requested a one-hour meeting since many members are only able to attend the first hour.
- Welcome new BOSW Board Member liaison Kate Goodman, LICSW, and member introductions.

2. Minutes

- **Motion to approve October 25, 2020 minutes made by Galloway and seconded by Porter. Motion passes.**

3. Approval of 2021 AC Meeting Dates

- Committee reviewed dates. Goodenough has conflict with February date so will need someone to Chair.
- Goodenough is confirmed as AC Chair for 2021 based on 2019 election for 2 years.
- **Motion to approve 2021 meeting dates made by Horak and seconded by Gunderson. Motion passes.**

4. Member Organization Updates

- Goodenough advised to move to the next item, to get through agenda. Members were reminded to send Zacher-Pate agency updates to forward to the group.

5. BOSW Report

- Zacher-Pate informed members that Board Member appointment information was sent via Gov Del, and in newsletter (out next week), also on website. Discussed the 2020 board member qualification legislation, allowing for more flexibility in licensing.

ACTION: Zacher-Pate will forward press release with qualifications listed.

- Legislative & Rules (L&R) Committee as begun work on supervised practice with environmental scan to gather data. There is room for improvement. Discussion includes: virtual supervision is at 75% already, should it be expanded? Quantity of hours, types? How to deal with quality? Access? Next step after formulating is to go to AC for feedback. There will be opportunity for public comment. This is work of calendar year 2021. Porter offered to help with this work. Zacher-Pate welcomes input.
- Leadership & Development (L&D) Committee is coordinating project for new Strategic plan early in 2021 through next 3-year period or so. AC input will be requested via survey and generative questions.
- Training plan/vision is underway for Board and staff to ensure work of Board has a DEI lens. Likely included as foundational element of new strategic plan.
- BOSW FY 22-FY23 proposed biennial budget has been submitted as required and is not public until Governor approves and submits budget to Legislature in late January. Requested additional funds for Compliance position. Unsure if that will be approved. Not anticipating immediate fee increase.
- There was general discussion about fee increases causing difficulties for licensees.

ACTION: Zacher -Pate will share L&R timeline for next AC meeting.

6. New business

- The MN Mental Health Improvement Workgroup includes many diverse stakeholders and is Co-Chaired by NAMI-MN and DHS. It grew out of MN Mental Health Summit work several years ago. Their goal is to increase diversity in mental health workforce. Considering policy and funding (at the state level) to increase the mental health workforce, diversity of workforce, and decrease barriers. Discussing mandatory CE hours in DEI, DHS convening mental health licensing boards to discuss supervision, gathering data on race, national licensing exams, and loan forgiveness for BIPOC communities.

ACTION: Zacher-Pate will send DHS contact info for AC members to join if interested.

- Members were reminded to take the annual Customer Satisfaction Survey

7. Adjourn

Meeting adjourns at 2:07pm.