

NASW-Iowa 2024 Annual Symposium Registration

***Breaking Barriers:
Navigating Cultural Humility, Ethical
Dilemmas, and Cutting-Edge Practices
in Social Work***

DMACC FFA Enrichment Center
1055 SW Prairie Trail Parkway
Ankeny, IA 50023

Thursday, September 19: Keynote Speaker:
Dr. James Knight

Friday, September 20: Breakout Sessions



Thursday, September 19

KEYNOTE SPEAKER

Dr. James Knight

Encouraging Hearts through Humility and Love

Founder of Leading With Humility, LLC. & James Knight Consulting, LLC

This keynote by Dr. James Knight will move hearts and get leaders fired up to be the change they wish to see in their community. Dr. Knight will discuss the humility in building authentic community and how the power of care, love and honor can lift the hearts of everyone to create a community of true belonging. What people need now more than ever in today's working environment are people who believe in them and who genuinely care and are mindful. In this session, Dr. Knight will touch hearts and inspire the audience to show up differently within their respective spaces to make a positive impact.

Dr. Knight has a passion for people and sees himself as a servant-leader. His personal mission is "education + empowerment = elevation," and his number one goal in everything he does is to elevate those he serves through education and inspiration. He holds a Bachelor of the Arts from Oberlin College and a Master's of Education and Doctorate of Education Leadership from Ashland University. He also holds a Graduate Certificate in Diversity, Social Justice, and Inclusion from the University of Colorado-Colorado Springs.

As an equity and inclusion strategist, James works with leaders, schools, organizations, and individuals in the corporate, nonprofit, governmental, and academic sector to develop frameworks rooted in humility. The primary goal of this work is to assist others in building safe environments where everyone can thrive and bring their best selves. As an author, James has written three books, including his latest release, *Heart: A Journey Toward Cultural Humility*. This book is a manual and guide for any leader, student, or person looking to develop greater awareness and increase their emotional and cultural intelligence.

James Knight is an educator, coach/mentor, consultant, author, itinerant speaker/teacher, and equity and inclusion strategist. He resides in Ohio outside of Cleveland. Much of his work revolves around leading with humility and partnering with other leaders to build dynamic and inclusive communities/spaces where people collaborate, innovate, and engage in fearless dialogue.

To learn more about Dr. James Knight and to stay up to date with his work, you can find him on social media @leadwithhumility or subscribe to our YouTube channel @LeadingwithHumility.

Session I Workshops: 8:30 am – 10:00 am

<p>I-A</p> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;">ETHICS</div>	<p>Boards, Complaints and Ethics: Protecting Ourselves and Our Clients (Part 1 of 2) Learn about not only the process of submitting and responding to a complaint through your licensing board, but common complaints, how we protect ourselves, and how we prepare for their roles in Clinical Social Work Services. Goals and Objectives:</p> <ul style="list-style-type: none"> • Identify how to complete a complaint with the Iowa Bureau of Professional Licensure • Identify at least three common scenarios seen as complaints in Iowa. • Identify at least three steps you will take to protect yourself, your practice, and your clients • Describe the Impaired Practitioner Program in Iowa and how to access it. <p>Presenter: Tony Raymer, LISW, RPT-S</p>
<p>I-B</p>	<p>What's the 411?: Intersection of Identity, Social Justice, and the Equality Imperative This course approaches diversity from the perspective of intersectionality in which dimensions of diversity are understood as the simultaneous interplay of multiple factors. More than ever, social workers are needed to provide leadership dispelling harmful biases and stereotypes, exposing and rectifying unfair practices and policies, eliminating unjust disproportionalities and disparities, and eradicating systemic oppression and social injustice to promote equity. Goals and Objectives:</p> <ul style="list-style-type: none"> • Appreciate how diversity and difference shape individual and group behavior, and impact life experiences. • Assess, understand and enhance one's own intercultural competence. • Understand key concepts related to diversity, inclusion, and social justice, as well as those related to power, privilege, oppression, and injustice. • Apply an intercultural competence lens to formulate social work practice strategies and combat systemic oppression and social injustice as a professional social worker. <p>Presenter: Debra Carr, LMSW and Vanessa Howell, MBA, SHRM-CP</p>
<p>I-C</p>	<p>Overview of Restorative Practices: Proactive Approaches to Building Community and Repairing Harm This session is designed to provide a brief overview of Restorative Practices; a transformative approach to community and relationship building. This course will discuss the etymology of restorative practices, tracing its roots and evolution, while exploring its aim and hypothesis. Discover the four key principles underpinning restorative practices and the continuum of practices that proactively establish, maintain, and restore relationships. Goals and Objectives:</p> <ul style="list-style-type: none"> • Set the context Identify the fundamental hypothesis & aim of Restorative Practices Introduce the 4 key principles: <ol style="list-style-type: none"> 1. Social Discipline Window 2. Fair Process 3. Affects, Feelings & Emotions 4. Compass of Shame • Explore the continuum of practices: <ol style="list-style-type: none"> 1. Affective Statements 2. Affective Questions 3. Impromptu Conversations 4. Circles 5. Formal Conferencing <p>Presenters: Emily Donovan, LISW, BCBA</p>

I-D	<p>Group Work with Older Adults: Imagine the Possibilities! (Part 1 of 2)</p> <p>Social group work offers connection, a space for sharing experience, and feelings of inclusion. Active engagement is important, and group work with older adults can include fitness programs, craft groups, bridge clubs, etc. In the context of mental health, group work is also able to provide peer support, help navigating losses, and an opportunity to learn and/or improve coping strategies.</p> <p>Goals and Objectives:</p> <p>At the end of this workshop participants will:</p> <ul style="list-style-type: none"> • Understand how social group work can be used to support individuals in coping with aging-related issues. • Identify factors that contribute to healthy aging, as well as ways social group work can be a resource to support healthy aging. • Incorporate connectedness, active participation and independence within groups for older adults to foster a sense of community and support. <p>Presenter: Willa Casstevens</p>
Session II Workshops: 10:15 am – 11:45 am	
<div data-bbox="82 814 185 928" style="border: 1px solid black; padding: 2px; text-align: center; color: red; font-weight: bold;">ETHICS</div>	<p>II-A</p> <p>Boards, Complaints and Ethics: Protecting Ourselves and Our Clients (Part 2 of 2)</p> <p>Learn about not only the process of submitting and responding to a complaint through your licensing board, but common complaints, how we protect ourselves, and how we prepare for their roles in Clinical Social Work Services.</p> <p>Goals and Objectives:</p> <ul style="list-style-type: none"> • Identify how to complete a complaint with the Iowa Bureau of Professional Licensure • Identify at least three common scenarios seen as complaints in Iowa. • Identify at least three steps you will take to protect yourself, your practice, and your clients • Describe the Impaired Practitioner Program in Iowa and how to access it. <p>Presenter: Tony Raymer, LISW, RPT-S</p>
II-B	<p>Assess the Burnout of Black Mental Health Clinicians</p> <p>Often, we are taught how to work with marginalized communities, never assessing that marginalized clinicians may experience the same plights. In this workshop we will be observing the cross sections of Black clients and clinicians. We will also be assessing the social and societal pressures placed on Black clinicians and things to consider with supporting them.</p> <p>Goals and Objectives:</p> <p>By the end of the presentation, participants will be able to:</p> <ul style="list-style-type: none"> • View the national and state statistics of Black mental health clinicians. • Talk through intersectionality and residual impact of serving while Black • Explore self-preservation (or energy redemption) strategies to maintain Black excellence. <p>Presenter: Breanne Ward, LMHC</p>
II-C	<p>Enhancing Independence for Iowan's: Assistive Technology Introduction and Implementation</p> <p>This presentation will be put on by the Easter Seals Iowa Assistive Technology Program (ESI ATP). The ESI ATP provides a variety of services to support Iowans. The basics of Assistive Technology will be reviewed and how these tools can enhance independence for anyone with a barrier. This presentation will offer participants a hands-on approach to various types of Assistive Technology and the evidence-based purpose behind the benefits of enhanced independence for everyone. A focus on Assistive Technology for self-care, brain/mental health, and daily living will comprise 50% of the presentation. The remaining presentation will provide an overview of introducing Assistive Technology to others with an overview of AT 101 and consultation.</p> <p>Goals and Objectives:</p> <ul style="list-style-type: none"> • Participants will leave with the awareness and hands-on demonstration of 25 + types of Assistive Technology devices. • Participants can access the Easter Seals Iowa Assistive Technology Program services. • Participants enhance their ability to introduce Assistive Technology to others.

	Presenter: Kimberly Chance
II-D	<p>Group Work with Older Adults: Imagine the Possibilities! (Part 2 of 2)</p> <p>Social group work offers connection, a space for sharing experience, and feelings of inclusion. Active engagement is important, and group work with older adults can include fitness programs, craft groups, bridge clubs, etc. In the context of mental health, group work is also able to provide peer support, help navigating losses, and an opportunity to learn and/or improve coping strategies.</p> <p>Goals and Objectives:</p> <p>At the end of this workshop participants will:</p> <ul style="list-style-type: none"> • Understand how social group work can be used to support individuals in coping with aging-related issues. • Identify factors that contribute to healthy aging, as well as ways social group work can be a resource to support healthy aging. • Incorporate connectedness, active participation and independence within groups for older adults to foster a sense of community and support. <p>Presenter: Willa Casstevens</p>
Session III Workshops: 1:15 pm – 2:45 pm	
III-A	<p>Reducing Stigma: Are You Part of the Problem or the Solution? How Social Work Sustains White Supremacy (Part 1 of 2)</p> <p>This proposal examines the pervasive influence of white supremacy within the realm of social work, exploring its manifestations, impacts, and strategies for dismantlement. Through critical analysis of systemic biases, privilege, and institutional structures, this workshop aims to provoke dialogue and action towards creating more equitable and just practices within social work.</p> <p>Goals and Objectives:</p> <ul style="list-style-type: none"> • Attendees will further their comprehensive understanding of the insidious presence of white supremacy within social work, empowering them to recognize and address its manifestations within their professional practice. • Acquire practical strategies and tools to actively dismantle oppressive structures, fostering more equitable and just outcomes for the individuals and communities they serve. • Attendees will be equipped with resources to continue their journey towards anti-oppressive social work practice beyond the workshop. <p>Presenters: Trevy Augustin; Francisco Mota, MSW; Ilima Young-Dunn, MSW, LMSW</p>
III-B	<p>Mental Health Needs in Our Schools:</p> <p>What are the Trends and How do We Navigate Barriers to Accessing Care</p> <p>There is currently a mental health crisis in schools affecting the overall health and wellbeing of our students and educators. This is evidenced by increasing rates of mental health diagnoses, suicidality, and educator burnout. In order for our students to have successful educational and social-emotional outcomes, the mental health and wellbeing of students and educators must be prioritized. Presenters will share recent data and literature relating to the mental health needs in Iowa’s K-12 education system, as well as factors contributing to the rise in mental health needs. Presenters will then discuss the roles of school social workers and how their services are supporting those needs. Finally, presenters will discuss resources available to Iowa k-12 schools to assist in navigating common barriers to accessing mental health care for k-12 students and school staff.</p> <p>Goals and Objectives:</p> <ul style="list-style-type: none"> • Recognize the current mental health trends seen in Iowa k-12 schools. • Understand the roles of school social workers in addressing mental health needs. • Identify mental health resources aimed to mitigate barriers in accessing care. <p>Presenters: Ryan Kidder, LISW</p>
III-C	<p>Skill-Building for Navigating Values and Ethics in Student Practicum Supervision (Part 1 of 2)</p> <p>This workshop will focus on the social worker's ethical responsibilities in student supervision per the NASW Code of Ethics. We will examine practicum student supervision through the lens of the social worker's responsibilities to the practice setting, discussing how fulfilling these responsibilities with student facilitates</p>

ETHICS

their future ethical practice with clients. Participants will work together as we learn and apply practical skills for establishing relationship with a student and creating a "culture of continuous feedback and evaluation" to fulfill our ethical responsibilities and facilitate student and supervisee success. This workshop will be highly interactive as we explore our ethical responsibilities and apply supervision skills to case scenarios.

Goals and Objectives:

Participants in this workshop will:

- Explore the NASW Code of Ethics to understand key ethical considerations in supervision of practicum students and other types of supervisees.
- Develop skills for managing boundaries in the supervision relationship.
- Identify strategies to assess and address competency concerns in supervision.
- Apply evaluation and feedback best practices to case scenarios.

Presenters: Sarah Witry, MSW, LMSW and Marcia Valadez, MSW, LCSW, EdD

III-D

What is Colorism?

Have you ever heard—felt or said—“not Black enough for the Black folks, not White enough for the White folks?” This will be an interactive session integrating the fundamentals of colorism, color privilege, multiracial identities, skin color bias, and exceptionalism.

The increase in multiracial identity designation suggests a growing recognition and self-identification of individuals with multiple racial backgrounds. This has implications for how policymakers, researchers, and society at large understand, and address issues related to race and ethnicity, as well as for discussions around diversity, equity, and inclusion. People who identify as biracial or multiracial may encounter difficulties in fully fitting into either community, facing skepticism or exclusion from both sides. This can result from stereotypes, prejudices, or misconceptions about what it means to embody a particular racial or ethnic identity. These feelings of not being "enough" for one group or the other can have profound effects on an individual's sense of self, belonging, and well-being. Through this presentation, attendees will experience a unique interactive and engaging experience. Join us for an enlightening discussion on colorism, exploring its definition, meaning, and far-reaching implications.

Goals and Objectives:

- Define Colorism: Attendees will be able to clearly define colorism, understanding its origins, key characteristics, and how it differs from racism.
- Deconstruct Skin Color Bias.
- Reflect on Skin Tone and Preferential Treatment.
- Discuss Colorism's Meaning and Implications.
- Engage in a meaningful discussion about the broader implications of colorism, including its impact on self-esteem, community dynamics, and social justice efforts.

Presenter: LaShawna Dean, MSW

Session IV Workshops: 3:00 pm – 4:30 pm

IV-A

Reducing Stigma: Are You Part of the Problem or the Solution? How Social Work Sustains White Supremacy (Part 2 of 2)

This proposal examines the pervasive influence of white supremacy within the realm of social work, exploring its manifestations, impacts, and strategies for dismantlement. Through critical analysis of systemic biases, privilege, and institutional structures, this workshop aims to provoke dialogue and action towards creating more equitable and just practices within social work.

Goals and Objectives:

- Attendees will further their comprehensive understanding of the insidious presence of white supremacy within social work, empowering them to recognize and address its manifestations within their professional practice.
- Acquire practical strategies and tools to actively dismantle oppressive structures, fostering more equitable and just outcomes for the individuals and communities they serve.

	<ul style="list-style-type: none"> Attendees will be equipped with resources to continue their journey towards anti-oppressive social work practice beyond the workshop. <p>Presenters: Trevy Augustin; Francisco Mota, MSW; Ilima Young-Dunn, MSW, LMSW</p>
IV-B	<p>Overcoming Behavioral Healthcare Barriers in Rural Iowa: A Group Therapy Model for Older Adults</p> <p>This presentation explores the success of a group therapy program for older adults that helps hospitals overcome barriers to behavioral healthcare, both clinically and financially, in rural markets. These barriers include a shortage of providers and the stigma surrounding mental health. We'll share case studies from Senior Life Solutions, an older adult treatment program used at critical access hospitals across Iowa.</p> <p>Goals and Objectives:</p> <ul style="list-style-type: none"> Understand why rural hospitals face difficulty sustaining behavioral health programs. Learn key modalities used to treat older adults with mental health challenges. Identify ways to expand access to mental health services in rural communities. <p>Presenters: Kara Carter, PhD and Bailey Schwarck, MSN, RN</p>
IV- C	<div data-bbox="82 726 185 842" style="border: 1px solid black; padding: 2px; text-align: center; width: fit-content;">ETHICS</div> <p>Skill-Building for Navigating Values and Ethics in Student Practicum Supervision (Part 2 of 2)</p> <p>This workshop will focus on the social worker's ethical responsibilities in student supervision per the NASW Code of Ethics. We will examine practicum student supervision through the lens of the social worker's responsibilities to the practice setting, discussing how fulfilling these responsibilities with student facilitates their future ethical practice with clients. Participants will work together as we learn and apply practical skills for establishing relationship with a student and creating a "culture of continuous feedback and evaluation" to fulfill our ethical responsibilities and facilitate student and supervisee success. This workshop will be highly interactive as we explore our ethical responsibilities and apply supervision skills to case scenarios,</p> <p>Goals and Objectives:</p> <p>Participants in this workshop will:</p> <ul style="list-style-type: none"> Explore the NASW Code of Ethics to understand key ethical considerations in supervision of practicum students and other types of supervisees. Develop skills for managing boundaries in the supervision relationship. Identify strategies to assess and address competency concerns in supervision. Apply evaluation and feedback best practices to case scenarios. <p>Presenters: Sarah Witry, MSW, LMSW and Marcia Valadez, MSW, LCSW, EdD</p>
IV-D	<p>Introduction to Disability Rights of Iowa</p> <p>Introduction to the work that Disability Rights Iowa provides to individuals with disabilities throughout Iowa. An overview of the types of services DRI provides and demonstrating how our work fits micro-mezzo-macro levels of Social Work.</p> <p>Goals and Objectives:</p> <ul style="list-style-type: none"> Understand the function of DRI. How to make referrals to DRI. How to collaborate with DRI in systemic work. <p>Presenter: Danielle Workman, LMSW</p>