



Washington State Society for  
**Clinical Social Work**  
Identity • Integrity • Diversity

### May 19, 2021 Board Meeting

**Present (via Zoom):** Aimee Roos (ex-officio), Salomé Valencia-Bohné, Noah Starer, Betsy Strewler, Brenda Bible, Ross Artwohl

**Absent:** Nitara Dandapani, Julie Hemminger, Chris Garrido-Philip

#### Discussion: WSSCSW Budget, FY '21-22

- **Motion (approved):** Current Board members get next Membership round for free (according to their current membership level and/their new level if they become an independently-licensed person while on Board
  - To incentivize new Board members and compensate
  - Would require an associated change in the Bylaws
  - Doesn't need to go into the budget
- **Action item:** if your position is related to a projected Income line in the FY '21-22 budget, please send Brenda your estimate for next year's income by 6/1/21, so that she can crunch all the numbers to prepare a budget for vote later in July by the full Board
  - Includes Betsy, Nitara, Julie, Chris
    - Does Chris want to increase Associates budget to pay mentors?
  - **Action item:** Brenda will reach out to these Board members individually
    - Brenda will provide Actuals from FY '20-21, to help with projections for next FY
- Details on Budget, provided by Brenda:
  - We can technically make a profit on the things that we do provide as a service
  - Membership donations to lobbying (optional option when folks are renewing) increased this year
  - Income from membership dues increased in current FY (beyond Covid predictions)
  - Income reflected on budget has to be accurate and can't be changed
  - Banking fees: are for bank and also include Affinipay fees for membership renewal
  - Accounting expenses: stamps, shipping, mailing, storage unit (now closed)
  - Website: significant expense
    - **Action item:** Aimee is going to look into other possible options for the website host and report back to Board
- **Motion (approved):** Giving a raise for Aimee (5%) and one week's paid vacation
  - **Approved:** Aimee's salary will be increased by 5% in the upcoming FY
  - **Approved:** Aimee's contract will be rewritten to include 2 weeks' paid vacation per year
- **Motion:** Suggestion to create budget line item for miscellaneous expenses that come up, such as hired consultancy
  - [Proposal tabled for now](#)
- **Proposal:** Enable BIPOC members within the society and non-society members to attend professional development trainings at no cost.

**Commented [1]:** @valencsi@gmail.com  
@brenda@brendabile-lcsw.com Brenda and Salomé,  
did I get this right in the minutes?  
\_Assigned to Salomé Valencia-Bohné\_



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- A way to communicate that WSSCSW is a place where BIPOC folks are valued, and belong here
- Nitara would need to account for this in income line for Clinical Evening Meetings and Conferences
- Concerns about legality of charging differentially by race/ethnicity
  - Ross will look into legality concerns raised
- **Proposal:** Brenda suggests that we ask our lobbyist, Melanie, to propose to us a contract, including updated salary, commensurate with regional rates

**Update: Potential Work with 501 Commons**

- Betsy and Brenda spoke with 501 Commons last week explained Board/organization dynamics and circumstances
- 501 Commons will send a proposal to us by early next week to the Board to collectively consider

**Proposal: Additional Meeting in June**

- Salomé will guide and organize this meeting
- Up for votes at next meeting: Budget for FY '21-22, new proposed policy waiving BIPOC attendance fees for WSSCSW professional development events
- How Board wishes to proceed with sending the ballot to membership
- (possible) Discuss board member's thoughts on the use of Trello to mark our progress on assigned tasks.
- (possible) Return to the discussion started by Nathaniel concerning every chairperson creating policies and procedures for their position/committee.
- (possible) Proposal to add line item to budget for Diversity Equity and Inclusion fund. This fund will be used to provide for the following:
  - Enable BIPOC members within the society and non-society members to attend professional development trainings at no cost.
  - Outreach to the BIPOC community.
  - Some funds can be used towards specific programming.
  - This line item would be funded by a voluntary donation available to new members and current members at renewal.
- (possible) Proposal to change current membership requirement to include a specified number hours of volunteerism to help promote and grow the society. This new requirement would be rolled out for all new members and would require current members to agree to this upon renewal of their membership.

Added at Ross's request:

Hello,

I'm reaching-out for technical assistance as a board member of a Washington Nonprofit Corporation (Professional Association). Our organization provides continuing education (CE) seminars for healthcare professionals as required by the Department of Health (DOH) to

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**Commented [2]:** @brenda@brendabile-lcsw.com  
Brenda, did we make a decision on this? I don't think we voted.  
\_Assigned to Deleted user\_



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maintain their licensure as a provider in the State of Washington. Our nonprofit is also one of the 17 "Recognized institutions of higher learning and local, state, national, and international organizations" as specified in [WAC 246-810-0293](#) that can provide CE credits eligible to meet Washington requirements.

Our board is considering shifting from our current "race-blind" to a race-based fee structure for all CE offerings. Presently we are considering the following two-tiered system:

- 1) White providers to be charged full fee.
- 2) Black, Indigenous and other People-of-Color to pay no fee.

We have previously reduced fees based on professional status (e.g. student members pay less than fully licensed professionals) but have never implemented a race-based fee structure. We want to ensure before doing so that it would comply with State and Federal law.

Thank you in advance for your guidance.

Regards,

Ross

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From: **Lindstrand, Laura (HUM)** <[llindstrand@hum.wa.gov](mailto:llindstrand@hum.wa.gov)>  
Date: Thu, May 20, 2021 at 9:17 AM  
Subject: Race-Based Fee Structure for a WA Non-Profit Corporation  
To: Ross Artwohl <[ross@sounderpsychotherapy.com](mailto:ross@sounderpsychotherapy.com)>

Hi,

Thank you for your question. This would be a public accommodation that makes a distinction based on race. While I understand the desire to do this, it would not comply with the law.

A distinction based on participant income, based on the median incomes of families served, or based on numbers of Medicaid patients served would be neutral and allowable.

Laura

Sent from Workspace ONE Boxer

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Sent: Tuesday, May 25, 2021 7:34 AM

To: Lindstrand, Laura (HUM) <lindstrand@hum.wa.gov>

Subject: Re: Race-Based Fee Structure for a WA Non-Profit Corporation

Hi Laura,

Our board has one follow-up question. If the fee structure relies on participant self-report (e.g. checkboxes on a registration form) would a race-based fee structure be permissible by law?

This would be an alternative to the organization assigning race to participants based in physical characteristics (i.e. skin color) or requiring paperwork to verify the participants' race (i.e. birth certificate).

Thanks again for your help.

Ross

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From: Lindstrand, Laura (HUM) <lindstrand@hum.wa.gov>

Date: Tue, May 25, 2021 at 10:29 AM

Subject: RE: Race-Based Fee Structure for a WA Non-Profit Corporation

No, it would still be an illegal distinction based on race.

Laura Lindstrand

Policy Analyst

Washington State Human Rights Commission

**Commented [3]:** Hi Betsy - I added the second email sent to the Human Rights Commission and their response.

**Next full board meeting: Wednesday, June 16th, 2021**

Respectfully submitted,  
Betsy Strewler

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