



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

**February 10th from 7pm to 9:00pm**

**Zoom Meeting Link**

<https://us02web.zoom.us/j/82039106948?pwd=bIZNMDdXUzAyVmxiYnN4NHVVQ2JFdz09>

**Attendees: Katherine, Brenda, Danielle, Aimee, Chris, Salome**

**Absent: Jenn**

**Announcements:**

- Our board meetings will center on bylaws discussions until we submit ratified bylaws to membership for voting. We will occasionally receive updates as needed on important ongoing matters and will vote on matters that have time constraints. All other agenda requests submitted by board members will be saved for future board meetings

**Agenda**

1. New conflict of interest form approved by all board members present
2. Budget Amendment:  
Janelle Johnson proposal: 501 Commons official fee was larger than the board approved \$1800. There are two letters with different quotes. Discussion on whether funds for a lobbyist can be used since at this time there is no lobbyist. Brenda discussed the current budget for a lobbyist and donations that were directed towards lobbying. Danielle discussed the considerations of the needs of the organization towards the membership and BIPOC members. Katherine expressed the need for transparency if considering diverting funds from the budget for lobbying. Brenda discussed the two proposals from Janelle Johnson and 501 Commons. Salome discussed communication with 501 commons and their recommendation regarding being unable to provide a DEI lens. Katherine discussed her knowledge of Janelle Johnson's work and the importance of anti-racism lens. Katherine and Brenda commented on the current budget until June/July and the impact of the cost of the proposal on the budget. Proposal to connect to Janelle and receive information whether payment for services can be spread to support our budget. Proposal voted on: 4 yes. 1 abstain. 0 No.
3. Retreat facilitator
  - a. Athena Group and 501 Commons of facilitators. 501 unable to facilitate. At this time, Athena group may be more expensive. Salome will reach out to Athena group to discuss if they can accommodate.
4. Ethics budget



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- a. Danielle consulted with Eric Strom, recommending to keep notes for ethics consults. Previous chairs had put notes in their own private EHR and Danielle requested a different system through Google Workspace and to sign a BAA to make it HIPAA compliant. \$6 per month, per user pre taxes. Katherine discussed the potential expansion of use of Google Workspace to other committees and roles of WSSCSW in order to store the organization's information in a HIPAA compliant way. Brenda discussed that items that are in service of the organization go under operating expenses. Danielle added she looked at several programs and based on functionality and price this was the best option. Proposal to approve use of Google Workspace for Ethics consultation use. Proposal: 5 yes. 0 No. 0 Abstain.
5. Website budget
    - a. To support renewal of members through the website by auto renew. Previous organizations Salome connected to are unable to provide support at this time. Salome is connecting to other organizations. Katherine provided a contact (Sushil Kumar <[Sushilkumar8559@gmail.com](mailto:Sushilkumar8559@gmail.com)>) to connect regarding changes to the website.
  6. Finances update- Brenda
    - a. Brenda has sent an email with information on the updates for the budget.
  7. Conflict of Interest Form- Brenda
    - a. Brenda reported there are changes to the form. The board voted and approved a conflict of interest form. It is unclear which version of the conflict of interest form was voted on, and this will be clarified and voted on at the next board meeting.
  8. Volunteer hours form-Brenda
    - a. Brenda requested everyone update their hours on this form.
  9. Investment account change-Brenda
    - a. Proposal of paying train ticket to Sue to facilitate transition to Brenda's name in the investment account. The new account will be owned by the nonprofit. Proposal to approve: 5 yes, 0 no. 0 Abstain.
  10. Bylaws
    - a. Review of comments in the bylaws. There are several comments made by the members of the boards.
      - i. Comment 1: "The board shall be empowered to rebrand this organization under a new DBA as long as the byline remains the Washington State Society for Clinical Social Work." Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
      - ii. Comment 2: delete word "Western." Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
      - iii. Comment 3: "It also requires knowledge in the intersections of identity and oppression, including how they impact the client and clinician's



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- experiences of both therapy and the greater world.” Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
- iv. Comment 4: Article 3 (purposes) to promote: Adding a bullet point: “To promote the advancement of clinical social workers and the delivery of social work services through local, state and federal legislative advocacy.” Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
- v. Comment 5: Replace #5 with: “To support engagement in cultural humility, anti-oppression work, and dismantling of the legacy of white supremacy that affects individuals and communities from diverse groups/populations.” Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
- vi. Comment 6: Adding a bullet point: “To promote restorative justice, including an acknowledgement of the white supremacist origin and legacy of our own profession.” Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
- vii. Comment 7: Discussion on the word “provide opportunities.” Rewording comment into “To promote the highest standards of clinical education, including the approval and provision of continuing education.” Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
- viii. Comment 9: Article IV. Adding sentence: The following list includes categories determined by the board and approved by the membership, but does not exclude the addition of additional categories not listed. Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
- ix. Comment 10: “These bylaws specifically do not exclude the creation of a membership category of bachelors level students or graduates.” Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
- x. Comment 11: Section 2: Adding “or expulsions.” Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
- xi. Comment 12: Add “A member found not to be in good standing, shall, at the discretion of the Board, either be placed in suspension until restorative justice measures are taken or be expelled from membership. Expulsion will be issued only when appropriate restorative justice measures do not exist or have been exhausted.” Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
- xii. Comment 13: Add: “or the website administrator if a Membership Committee is not in place” Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
- xiii. Comment 14: Add “or website administrator” to the following sentence. Proposal to approve changes. 5 yes. 0 No. 0 Abstain.
- xiv. Comment 15: Section 5, remove “annual.” Proposal to remove: 4 yes. 1 abstain. 0 No.



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- xv. Comment 16: Section 6: Replace 2nd sentence with: “Biannually the board shall engage an external evaluator to assess the ability of the board to engage with and be welcoming to members with diverse identities, as well as progress toward dismantling white supremacy within the organization and our field. The recommendations from the evaluation shall be incorporated into board goals and trainings for the coming two years.” Proposal to replace: 4 Yes, 1 No. 0 Abstain.
- xvi. Comment 18: Replace President-Elect with Vice President - voted to open it up for a discussion. 5 yes. 0 No. 0 Abstain.
1. Discussion on the role of president-elect. Discussion on what the role of the Vice President would entail and consideration of a financial committee where a Vice President may have a role.
  2. Comments considered:
    - a. The Vice President shall be responsible for sitting on the Finance Committee and perform other duties as designated by the president.
    - b. The Vice President shall be responsible for a portfolio of duties as designated by the president.
  3. We are tabling the conversation about the President-elect vs VP until the next meeting.

**Documents:**

- [Link to Potential Evaluator document](#) (orgs we are considering to hire)
- Link to Evaluation Goals:  
<https://docs.google.com/document/d/1oOgtQxzP6tzL9qL3YeyVW2nyQLzhcp7vBoePh79u7vY/edit?usp=sharing>
- [Link to bylaws document](#) (slotted for discussion in January)
- Link to current bylaws: <https://www.wsscsw.org/page-731900>