

Social Welfare at Berkeley

THE MAGAZINE FOR ALUMNI AND FRIENDS

spring 2022

Shaping the Future of Latinx Social Work

Celebrating 5 years with the
Latinx Center of Excellence in
Behavioral Health

ALSO IN THIS ISSUE:

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DYLAN NICOLE DE KERVOR
(MSW/JD '09) ON THE INTERSECTION
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a letter **from the dean**

We began this year excited to welcome students back in person and reconnect with each other. We navigated a few twists and turns in the road — omicron! changing public health guidance! — but we came through together as a community.

This May, we are proud to celebrate the **Latinx Center of Excellence in Behavioral Health** (LCOEBH). Founded in 2017 thanks to a grant from HRSA, the LCOEBH has helped our program more than double the number of Latinx-identified MSW students: from 17.6% in 2016-17 to 36% today. Progress like this aligns with UC Berkeley's goal of becoming a federally-designated Hispanic Serving Institution. In a state that is almost 40% Latinx — with that number poised to grow — it is vital that we take a leadership role in training social workers who are well-versed in the languages and cultures of the communities they serve.



It is equally vital we keep striving to recruit and support students and faculty who reflect the diversity of our state. With the LCOEBH's five-year grant from HRSA drawing to a close, for our next round of funding we have applied for a HRSA Center of Excellence grant that would expand the mission of the Center to support underrepresented minority students and faculty working in behavioral health. In this and myriad other ways, we continue our ongoing efforts towards full equity and inclusion.

Meanwhile, our faculty's scholarship continues to be groundbreaking. In this issue, we highlight the research of **Assistant Professor Yu-Ling Chang** and **Associate Professor Emmeline Chuang**. Both of them examine the social safety net, identifying strengths and areas for improvement in the systems of care that serve the most vulnerable among us.

I am proud of our students and alums as a force for change and justice. Doctoral candidate **Douglas Epps** examines the insidious effects of immigrant othering and advocates for alternatives to immigrant detention. And alum **Dylan Nicole de Kervor** (MSW/JD '09) has built a career with the federal government, advocating for the rights of marginalized communities at the Department of Justice and the Department of Health and Human Services.

These are only a few examples of the inspiring work that grows from Berkeley Social Welfare. Together, we are working to advance the common good and build a more equitable world.

In solidarity and gratitude,

A handwritten signature in blue ink that reads "Linda M. Burton". The script is elegant and cursive.

Dean Burton

NEW FACES



Meredith Miner

Assistant Dean of Admissions and Student Services

Meredith brings over ten years of experience in higher education administration, with expertise across multiple dimensions of key student services (admissions and recruiting, advising, career and pre-professional development, student support programming, and professional licensure and certification). Most recently, she served as the Director of Student Affairs at the UCSF School of Nursing and prior to that was the Student Services Manager in the Public Policy Department at Stanford University.

Meredith holds an MS degree in Exercise Psychology and Athletic Counseling from Temple University, and a BS degree in Applied Psychology from New York University. Of note, she holds a certificate in Diversity and Inclusion from the UCSF Office of Diversity and Outreach and participated in the University of California's Women's Initiative, a selective, systemwide professional development and leadership program.



Katrina Koski

Chief Diversity Officer and Director of Strategic Initiatives

Katrina joined Berkeley Social Welfare after having served in the Office of the Executive Vice Chancellor and Provost, managing an initiative for campus-wide academic innovation and fiscal sustainability. Prior to Berkeley, she previously held roles in the private sector as a management consultant for a global learning and development organization; in the public sector as a civil mediator for the Los Angeles Superior Court system; and internationally as a project manager and speechwriter for UNESCO as well as other humanitarian aid organizations.

At Pepperdine, Katrina earned a BA in Psychology with minors in Nonprofit Management, French, and Conflict Management, then attended law school where she received a Master's in Dispute Resolution (MDR). Katrina is bilingual in English and French, having traveled, studied, and worked extensively in Europe, the Middle East, and Africa. Katrina is passionate about diversifying spaces, enhancing understanding between individuals and communities, and supporting creative, cooperative, and equitable organizational leadership that affirms the worth of each person.



Kristine Kwok

Field Consultant

Kristine Kwok is a Licensed Clinical Social Worker, who attended UC Berkeley for both her MSW in 2005 and her BA in Asian American Studies with a minor in Spanish in 2001. Kristine first learned the power of organizing for social justice from her undergraduate studies of the Civil Rights Movement and the Third World Liberation Movements. After graduating with her BA, she wanted to continue the fight for social justice for immigrant communities and worked as a Spanish-speaking case manager at Asian American Recovery Services in San Jose, and decided social work was the right career path for her. Once she obtained her MSW with a focus on Community Mental Health, Kristine continued the social justice value of advocacy for the mental health needs of vulnerable communities at the County of San Mateo Behavioral Health and the County of Marin Behavioral Health. Kristine currently works as a Spanish-speaking Behavioral Health Provider at Marin Community Clinics, providing brief trauma-focused psychotherapy with a social justice approach for the Latinx community in San Rafael.



Sergio Serna

Field Consultant

Sergio Serna specializes in working with students who are pursuing careers in public child welfare in Berkeley's CalSWEC Title IV-E program. Mr. Serna is a licensed clinical social worker whose interests include forensic social work, public child welfare, and technology. Most recently he has worked in the technology space implementing software solutions in child welfare agencies. Previously, he worked as a field consultant for 5 years at UCLA in their MSW program. As a field consultant with the California Social Work Education Center program, he helped train students placed in the Los Angeles County Department of Children and Family Services.

Mr. Serna has provided support and mitigation services to youth engaged by the juvenile justice system in order to help them navigate probation, detention and reentry. He has also provided individual, family and group therapeutic services to children and families. As an award recipient of the Title IV-E program in California, after receiving his MSW he worked in the public child welfare system in both Orange and San Diego Counties to fulfill his commitment to addressing the needs of children exposed to abuse and neglect.



Systems of Care

Yu-Ling Chang and Emmeline Chuang
analyze the social safety net

The COVID-19 pandemic has highlighted inequity on many levels, and came as a stark reminder that economic vulnerability is a structural problem rather than an individual one. The scholarship of assistant professor **Yu-Ling Chang** and associate professor and Mack Center director **Emmeline Chuang** examines the effectiveness of U.S. social safety net programs for the populations they are intended to serve. Meanwhile, Dr. **Sarah Carnochan**'s work with the Bay Area Social Services Consortium (BASSC) helps strengthen systems of care within the Bay Area and California. Their work stands to inform policy on a statewide and national level.

Yu-Ling Chang's research focuses on assessment of social safety net programs through the lens of immigration status, gender, race, and other measures of equity. Prior to joining Berkeley Social Welfare in 2016, she earned her PhD in social welfare from the University of Washington, with a concentration in public policy and management.

In a recent article, "Examining low-income single-mother families' experiences with family benefit packages during and after the Great Recession in the United States" (*Journal of Risk and Financial Management*), Chang and co-author Chi-Fang Wu shed light on the limitations of the



developments in RESEARCH

current work-based safety net system for economically vulnerable families.

Chang's study examined the interplay of employment and seven social safety programs in the economic lives of low-income single mothers during the Great Recession and its recovery period. The study analyzed employment trajectories over time, comparing patterns of benefits usage among single mothers who were stably employed, stably unemployed, or who alternated periods of employment and unemployment. Employment patterns and benefits usage were cross-tabulated with sociodemographic characteristics like citizenship status,

race, educational attainment, and family composition. **Her findings highlighted that the majority of low-income single mothers were not stably employed, nor did they achieve economic sufficiency.** Many of them were patching together benefits but were rarely using all of the eligible programs at any given time.

Chang's analysis reveals that single-mother families rely more frequently on in-kind basic needs benefits like Medicaid and the Supplemental Nutrition Assistance Program (SNAP). Since cash benefits like Unemployment Insurance (UI) and Temporary Assistance to Needy Families (TANF) are tied to stable employment record and



Yu-Ling Chang

By examining actual patterns of benefits use over time, Chang's analysis advances the understanding of how well safety net programs serve their target populations

sufficient working hours respectively, they fundamentally disadvantage single mothers, who frequently shoulder both earning and caregiving responsibilities and are more likely to hold low-paying, unstable jobs. By examining actual patterns of benefits use over time, Chang's analysis advances the understanding of how well safety net programs serve their target populations. She highlights the need for a predictable basic benefits package, one that includes cash assistance even — and especially — when a client does not meet employment criteria.

Another 2021 article examines benefits use by immigrant families, particularly in California. "At the intersection of immigration and welfare governance in the United States: State, county and frontline levels and clients' perspective" was authored by former postdoc Lucia Lanfranconi, Chang, and Ayda Basaran and published in *Zeitschrift für Sozialreform*. With one in four California residents born outside the U.S. and 46% of California children living in immigrant families, California has the nation's largest immigrant population. It also has the most inclusive benefits policies, using state funding to expand TANF, SNAP, and Medicaid to immigrants who would otherwise be ineligible due to their immigration status.

Even so, California's public benefits programs underserve immigrant families living in poverty. This study explores the experiences of immigrants with TANF. Of the 1.6 million children living in poverty in California, 55% live in

immigrant families. 90% of participants in CalWORKS (California's iteration of TANF) are citizens; only 10% are noncitizens. **Some of this disparity is due to hesitation among immigrants to be perceived as a public charge: interviews revealed widespread fear of violating the public charge rule, with the result that many families would rather live in poverty than receive public benefits.**

In other instances, though, the disparities were related to procedural and language obstacles. In a comparison between two counties, the study found considerable variation in practices with respect to translation, culturally adapted materials, and outreach. They also observed variation in county workers' understanding of current policy. Chang and her co-authors highlight how discretionary practices at the county level can influence a program's inclusion. As with the analysis of benefits usage by single mothers, they stress clients' lived experience as a metric of program effectiveness.

In 2020, Chang was awarded a prestigious Family Self-Sufficiency and Stability Research Scholars Network Grant from the Administration for Children and Families in the federal Department of Health and Human Services. Her project aims to examine study racial equity in the implementation of CalWORKS in partnership with the California Department of Social Services (CDSS) and the California Policy Lab.



While the study launch was delayed by pandemic-related challenges, Chang is currently examining client-level longitudinal data. Preliminary analysis is starting to reveal a more nuanced understanding of racial disparities in CalWORKS. Previous studies had revealed that Black and Hispanic clients were more likely to be sanctioned for noncompliance with the program's work requirements; Chang's early analysis of the data indicates that Asian American and Pacific Islander clients were also more likely to be sanctioned. However, since close to 50% of the sample data does not contain information about sanctions, she will also examine whether the missing data patterns are evenly distributed by race. Even though the study is still in the data cleaning stage, Chang is confident that the study will yield good insights — for both the state and federal government — around equitable approaches to TANF.

As one of five grant recipients nationwide, Chang will also collaborate with her fellow PIs to share insights over the 60-month grant term, contributing to a greater understanding of variations in TANF implementation from state to state.

Dr. Chang is also expanding her research scope from cross-state comparative research in the US to comparative research in a global context. She is engaged in collaborations with scholars in Japan, Korea, Taiwan, Hong Kong, and China in examining in-work poverty, social safety nets, and their response to crises. Since East Asian countries are frequently marginalized in social welfare

research, these collaborations stand to bring an important perspective to the field.

Throughout her scholarship, Chang is an advocate for inclusive systems and for a shift away from the rhetoric of “deserving” and “undeserving” poor. “I believe social work students and scholars need to help shift the narratives,” she says. “We are the profession closest to vulnerable populations, so we need to speak out for them and encourage them to speak out on behalf of their communities.”

Associate Professor **Emmeline Chuang** joined Berkeley Social Welfare in January 2020. **Her research focuses on how the nature and quality of inter-organizational relationships between health and human service organizations affects service access and client outcomes, and how the design of work affects provider and staff satisfaction and quality of care.**

Much of Chuang's research focuses on programs within California, where her work has statewide impact. One recent large-scale project, in collaboration with her former colleague Nadereh Pourat of UCLA, examines the implementation of Whole Person Care, a Medicaid Section 1115(a) waiver demonstration project. Launched in 2016, the WPC Pilot Program aimed to promote the integrated delivery of care for Medi-Cal beneficiaries who are high utilizers of multiple publicly funded service systems. Because these clients

typically have complex medical, social, and behavioral needs, WPC beneficiaries receive care coordination, housing assistance, and other services not traditionally covered by Medi-Cal.

Chuang and Pourat published preliminary findings in a 2020 *Health Affairs* article, “Integrating Health and Human Services in California’s Whole Person Care Medicaid 1115 Waiver Demonstration.” Their analysis found

In a January 2022 policy brief funded by the California Department of Health Care Services, “Whole Person Care Program Successfully Navigated Around COVID-19 Challenges in 2020,” they examined the longer-term effects of the pandemic on WPC. An additional policy brief, “A Snapshot of California’s Whole Person Care Pilot Program: Implementation Strategies and Enrollees,” examines county-by-county variations in WPC implementation. All of these studies will help inform implementation of

“These organizations are trying to do a heavy lift with constrained resources, both in terms of funding and from a staffing perspective. The county directors that the Mack Center and BASSC work with are a critical part of the social safety net.”

left: Emmeline Chuang
right: Sarah Carnochan

significant progress in developing partnerships, data-sharing infrastructure, and services needed to coordinate care. They highlighted success factors like relationship-based outreach to clients. The study also identified barriers, including the resource-intensiveness of identifying and engaging eligible beneficiaries as well as the lack of affordable housing.

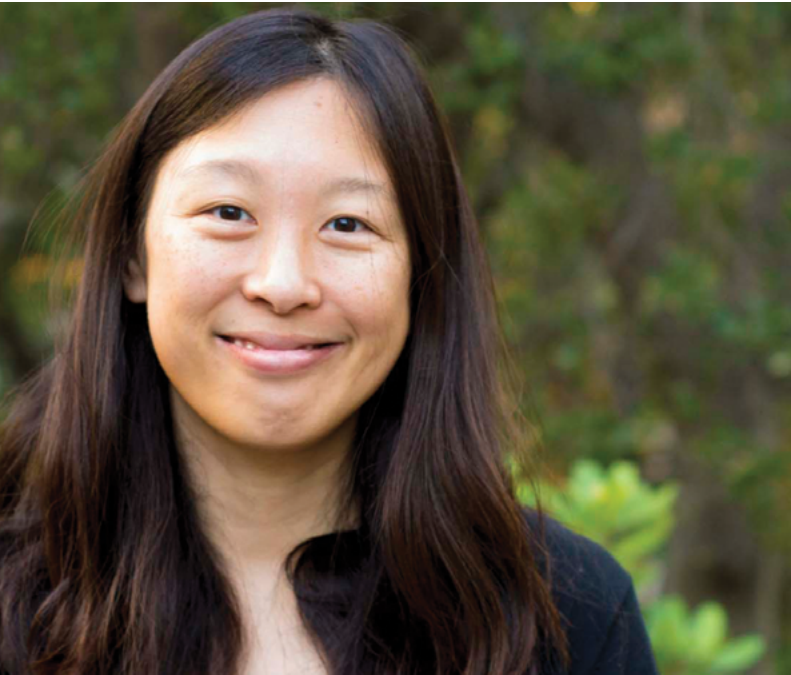
In an April 2020 blog post on the *Health Affairs* website, Chuang and Pourat concluded that the data sharing infrastructure and partnerships developed for WPC helped with counties’ COVID-19 response efforts. Newly developed or strengthened relationships between medical, behavioral health, and social service providers helped improve outreach to vulnerable populations and distribution of personal protective equipment, and data-sharing infrastructure were used to identify individuals at highest risk of COVID-19, monitor COVID-19 cases, and help monitor local hospital and clinic capacity. Chuang and Pourat were subsequently awarded a grant from the Robert Wood Johnson Foundation to study the impact of the pandemic on WPC.

the new Enhanced Care Management and Community Supports benefits within CalAIM, which also aim to provide supports to address Medi-Cal enrollees’ clinical and non-clinical needs.

Dr. Chuang also leads the **Mack Center on Nonprofit and Public Sector Management in the Human Services**, which conducts applied research on strengthening health and social safety net organizations that care for vulnerable populations.” The Mack Center collaborates closely with the Bay Area Social Services Consortium (BASSC), directed by Dr. Sarah Carnochan and also based in the School of Social Welfare. BASSC is a regional consortium of 12 county human service agencies, and five University-based social work/social welfare programs. BASSC has long served as a resource for local agencies, engaging in partnered research, providing workforce development programs, and supporting cross-county policy groups.

Chuang stresses the vital role of county social services. “These organizations are trying to do a heavy lift with constrained resources, both in terms of funding and from a staffing perspective. The county directors that the Mack Center and BASSC work with are a critical part of the social safety net.”

For example, in California, older adults are the fastest-growing segment of the state’s population, projected



Carnochan, and **E. Maxwell Davis** — provides a broad overview of adult social services statewide, benchmarks current staffing policies and practices, and DEI efforts. The report also identifies recruitment and retention challenges, such as limited promotion opportunities, pay inequities for staff, and difficulty recruiting workers fluent in the languages spoken by the clients being served.

For Chuang, tracking this information provides an



to reach 25% by 2040. County Adult & Aging Services departments play a critical role in ensuring that older adults, particularly those who are disabled or low-income, receive services and supports needed to remain safely in the home or community for as long as possible. In 2021, at the request of the BASSC Adult Services committee (ASC) and in response to a growing national shortage of care workers, the Mack Center and BASSC benchmarked wages for direct care workers and professional staff, examined the race-ethnicity of different components of the AAS workforce, and shared analyses with BASSC ASC directors.

The Mack Center and BASSC subsequently developed a statewide survey to better understand the workforce needs of Adult Social Services programs in California, partnering with the California County Welfare Directors Association (CWDA) on survey dissemination. The survey garnered a 90% response rate, with 52 of 58 counties responding. The resulting California Adult Social Services Workforce Report — whose co-authors include Chuang,

important metric for building more inclusive systems of care. **“When the workforce isn’t representative of the clients being served,” she asks, “what does that mean for the trust and engagement that vulnerable populations may have in the systems that are trying to provide care?”**

In 2022, the Mack Center and BASSC also began to work closely on a facilitated strategic planning process for the BASSC ASC, in part to help align regional workforce development and advocacy efforts with the state’s new Master Plan on Aging.

By identifying successes and areas for improvement in policy implementation, the work of Drs. Chang, Chuang, and Carnochan helps build systems that meet the needs of the populations they serve, meet the needs of frontline workers, and make efficient use of public resources. •



GROUND IN COMMUNITY

CELEBRATING THE LATINX CENTER OF
EXCELLENCE IN BEHAVIORAL HEALTH



from left to right:
Alexander De Jesus Chavarria
(MSW '22), Evelyn Perez
(MSW '22), Luna Calderon,
Karelin Rivera (MSW '22)

The Latinx Center of Excellence in Behavioral Health (LCOEBH) was launched in 2017 thanks to a Centers of Excellence grant from the Health Resources and Services Administration (HRSA) in the amount of \$3,398,332.

The Center's unique programs include outreach, recruitment and support focused on addressing the shortage of Latinx MSW students, especially in the field of behavioral health; the provision of specialized trainings and education focused on the behavioral health needs of Latinx communities; the support of student and faculty scholarship focused on Latinx communities, and community capacity- building with behavioral health providers that serve those communities. We look back at the first five years of the center and look forward to its future projects.

While the U.S. population is 18% Latinx, California's population is 39% Latinx and growing. Unmet needs for behavioral health services that are both accessible and culturally responsive to the needs of Latinx communities persist.

LCOEBH Director and Associate Professor **Adrian Aguilera** stresses that, "behavioral health care is very highly embedded in terms of values and how you make meaning of the world. Having a clear sense of those meaning-making systems is really important as you try to help somebody improve their mental state." The need for providers who can provide services in Spanish is especially acute. Says Aguilera, "the provision of mental health care is done using words — doing therapy, providing education, etc. — so the language needs are high. There simply are not enough people that speak Spanish relative to the needs of Spanish speakers."

LCOEBH faculty member Professor **Kurt Organista** adds that Federally Qualified Health Centers (FQHC) in Latinx communities increasingly meet health and mental health care needs by providing Spanish-speaking services, regardless of immigration status or ability to pay.

LAYING THE GROUNDWORK

When LCOEBH training consultant **Luna Calderon** arrived in Haviland Hall as an MSW student in the mid-1980s, Berkeley Social Welfare was already striving to better meet the behavioral health needs of Latinx and Spanish-speaking communities. Field consultant Joe Solis had recently founded Intercambio, a partnership between Berkeley Social Welfare and the Universidad de Guadalajara. Solis helped recruit and guide over 200 Latinx MSW students during his time at Berkeley; when he retired in 1995, Intercambio continued until 2010 under Rafael Herrera's leadership with support from Peter Manoleas and Kurt Organista. When Calderon was hired as a field consultant in 2012, she relaunched Intercambio as Sin Fronteras.

Late in 2016, HRSA published a funding opportunity through the COE grant mechanism focused on behavioral health workforce development. The decision to apply for a Latinx Center of Excellence grant was driven by the school's eligibility under Latinx enrollment criteria but not under more general URM enrollment criteria. (That has since changed! Read on...)

CalSWEC IBH Program Director **E. Maxwell Davis**, former Berkeley Social Welfare Field Director Greg Merrill, former Dean **Jeffrey Edleson**, Luna Calderon, and others developed and submitted a proposal in January 2017 that was funded that June. In Fall 2017, Calderon became the founding Director of the LCOEBH and **Lissette Flores** was hired as Program Manager. Over time, Flores' role grew along with the Center, and she was named LCOEBH Associate Director. Maxwell Davis has continued to work with the Center as its evaluator, collecting and analyzing program and participant data for both reporting and program evaluation purposes.



LCOEBH Scholars Program

The Center's workforce development efforts are tailored to meet specific needs of Latinx social work students.

Each year, the LCOEBH awards 20 \$10,000 stipends to MSW students with demonstrated commitment to working in community-based behavioral health settings serving Latinx communities. As a condition of the stipend, LCOEBH scholars are partnered with Latinx-focused agencies for their field practicum. Scholars' training is enhanced via the Latinx Leadership seminar, where students reflect on their individual as well as collective strengths and sharpen their clinical skills through presentations that explore case stories from micro, mezzo, and macro perspectives.



La Red de Apoyo

A key element of the LCOEBH is La Red de Apoyo, a cascading mentoring framework whereby Latinx undergraduate students interested in learning more about the social work field are paired with LCOEBH Scholars. In turn, LCOEBH Scholars are paired with Latinx and Latinx-serving behavioral health practitioners in the Bay Area for a year-long mentoring partnership. Thanks to Berkeley Social Welfare's alumni community and long history of working with local agencies, the LCOEBH has an extensive network of connections to draw from. The COE grant also provides funding for Dr. **Marvyn Arévalo-Avalos**, LCOEBH postdoctoral scholar who, under Aguilera's mentorship, is developing and testing mHealth (texting) interventions to address behavioral health concerns among underserved populations.

The Center works to create a sense of community and support among Latinx students through other programming that includes a welcoming orientation for incoming students, and partnering with the Latinx Caucus to host events like the Día de los Muertos celebration. "The program is really grounded

Programming

in community”, says **Victoria Juárez**, LCOEBH program coordinator. “We want our students to feel empowered, and that they have people supporting them outside of the LCOEBH.”



Sin Fronteras

Sin Fronteras, a five-week immersion experience in Oaxaca, strengthens MSW students’ understanding of language and culture through classes and service learning. Students must have intermediate Spanish fluency to participate, and language instruction focuses on communication needs related to social work and behavioral health.



MSW Student Recruitment

Each Fall semester, prospective MSW students participate in a special admissions session offering tips for preparing a strong MSW program application. “Sometimes lived experience and academic experience don’t line up for some of our MSW applicants,” says Juárez. “Some of our most successful students have been out of school for a long, long time. It’s a way for us to really show underrepresented students that we care about getting them into this program, and we’re going to do everything we can to help them.”



Building the Pipeline

Last year, the LCOEBH partnered with the Public Service Center to offer undergraduate students \$4,000 stipends for summer internships with a social services agency. The opportunity for students to connect theory to practice proved an invaluable experience for students. One such intern, **Jocelyn Villalobos**, reflects, “the summer internship with the Basic Needs Center has sparked a passion and commitment to alleviate basic needs injustices in my community. The internship experience helped me gain macro experience before I apply to the MSW SOC program.”



Community Trainings and Events

Every year, the center offers Spanish-language trainings for local behavioral health practitioners. Recent trainings have included narrative therapy, solution-focused brief therapy, and cognitive behavioral therapy — all in Spanish. The LCOEBH also hosts a speaker series — virtual and open to the public — that has featured prominent scholars like Dr. Carmela Alcantara from the Columbia School of Social Work and Dr. Daniel Solorzano from UCLA.



Latinx Social Work Certificate

In 2016, Aguilera, Calderon and Organista launched the Latinx and Social Work certificate within the MSW program. To complete the certificate, students must complete SW250J: Social Work with Latino Populations, two relevant elective courses, and 120 hours of field training in an agency that serves Spanish-speaking Latinx clients.



LCOEBH leadership: from left: Victoria Juárez, Kurt Organista, Lissette Flores, Adrian Aguilera. (Not pictured: Marvyn Arevalo Avalos, E. Maxwell Davis, Luna Calderon.)

CENTER IMPACT

As UC Berkeley works towards its goal of becoming a federally designated Hispanic-Serving Institution (HSI), the Center provides a model of successful ways to support diversity and inclusion in student recruitment, training, and community capacity-building. Through all of its programs, the Center has helped increase Latinx enrollment in Berkeley Social Welfare's MSW program, created a greater sense of community among Latinx students, provided specialized training to MSW students committed to serving Latinx communities, supported the scholarship and professional development of Latinx graduate students and early career faculty, and strengthened Berkeley Social Welfare's relationships with local agencies and providers who serve Latinx communities.

Since the Center was launched, it has awarded stipends totaling \$950,000 to Latinx MSW students. Recognizing

that the cost of graduate education is a significant barrier for historically underrepresented students, it makes a difference when students can receive a \$10,000 stipend for completing field training in a Latinx-focused agency. LCOEBH funding for Sin Fronteras has also removed financial hurdles to student participation in its specialized immersion experience. To date, LCOEBH funding has covered the cost of the immersion program for 35 students, and has dramatically increased the number of Latinx students who participate in that program.

In 2016 - 2017, 17.6% of Berkeley Social Welfare's MSW students were Latinx. Today, that number has more than doubled to 36%.

Recognizing that the cost of graduate education is a significant barrier for historically underrepresented students, it makes a difference when students can receive a \$10,000 stipend for completing field training in a Latinx-focused agency.

LCOEBH staff feel that the Center is a draw for these applicants. As Lissette Flores adds, “I’d like to think that the motivation for students to choose Berkeley over another school offering them a comparable financial aid package has to do with the community of Latinx students here as well as the Latinx faculty and staff whose job it is to support them.”

WHAT’S NEXT?

The Center submitted a proposal for another five-year HRSA COE grant in January 2022. At that time, Berkeley Social Welfare enrollment data enabled the LCOEBH team to craft a proposal for a Center of Excellence that will address the behavioral health needs of underrepresented minority groups more broadly.

If that proposal is funded, the Center will be able to support Latinx, African American and Native American students. Says Organista, “we’ve been overjoyed to have overdue support, education and training for Latinx students. But ultimately, you want that for all [underrepresented] students.” Aguilera adds that the Center and the School are working to secure additional funding so they can continue providing the same level of support to Latinx students while adding resources for other student populations. This new project would better reflect Berkeley Social Welfare’s mission to recruit and support all URM students.

The school is also excited to welcome two new Latinx faculty members in Fall 2022. Both new positions are part of the Latinx Migration and Democracy Cluster initiative, which brings together units in the social sciences and professional schools to address the US-centered Latinx experience, research and knowledge production. Latinx faculty from across campus, including Professor Organista, successfully competed for this cluster hire initiative offered by the University. Further, the Latino Faculty Association — co-chaired by Organista — helped secure \$500,000 in seed funding. The School is also planning a forum this October around the theme of Latinx and Democracy; dates and speakers will be announced soon.

Much more work is needed, of course, to make UC Berkeley’s student body and faculty representative of the state it serves. Even so, Luna Calderon feels like she has seen a significant shift. “Having been a student here and now being in this position of helping to support what’s happening... I’m really proud of it. And I know that Joe Solis, wherever he is, he’s probably looking upon us proudly. This morning we had our leadership class and there were 26 students. In my day there were six or seven of us [Latinx students], and it felt like a very different experience. So I feel like there has been some institutional change, and it’s great to be a part of it.” •

SPOTLIGHT

Incoming Faculty Fall 2022

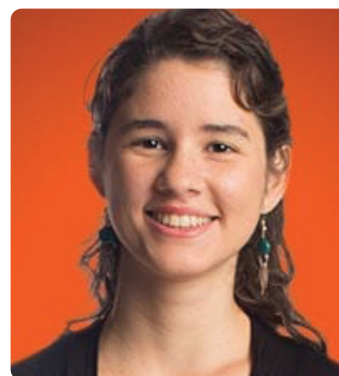
Dr. Kristina Lovato’s

research examines the impact of immigration policy on child well-being, culturally congruent maltreatment prevention strategies, and improving social service system responses to meet the needs of Latinx immigrant families.



Dr. Laurent Reyes’s work

evaluates access to health and community services among indigenous, Black, Latinx, and immigrant communities in Mexico and the United States. Her work also focuses on understanding the experiences of Latinx and Black older adults in the United States.



Dr. Angela Perone’s

scholarship focuses on healthy and equitable aging, caregiving, and long-term care and merges law, social work, and social science. Formerly a civil rights attorney, she is the founding executive director of Sage Metro Detroit and oversaw a national LGBTQ+ Elder Law Program at the National Center for Lesbian Rights.



toward a better future

Douglas Epps examines alternatives to immigrant detention

Over the last few months, news coverage has shown refugees from Ukraine being welcomed — sometimes with literal open arms — as they arrived in Europe. *If we can view refugees from Ukraine as “people like us” who have to flee hardship and dangerous circumstances, why not view other immigrants through the same lens?*

Doctoral candidate **Douglas Epps**’s research asks a similar question: do perspectives on immigration shift when the narrative is reframed to emphasize common experiences and common interests? His work explores the roots of current immigration enforcement and how a shift in rhetoric might lay the groundwork for shifts in policy.

Not long after high school, Douglas Epps worked in an immigration detention center in Tacoma, Washington. College felt out of reach at the time, and law enforcement seemed like a path toward career stability. In retrospect, Epps sees this career choice as a sort of defiance to the cards he was dealt — an incarcerated father and consistent housing and food insecurity throughout childhood. His upbringing in rural Washington State hadn’t given him much exposure to immigrant communities or the forces that bring people to the United States in search of a better life.

Candidly, Epps acknowledges: “I was completely ignorant about world politics and immigration issues at the time.” But as he met the people in detention, heard their stories, and witnessed the heartbreak of families separated by deportation, he developed a perspective that made his current employment an impossibility. To

put it simply, the experience was perhaps the most pivotal of his life and continues to drive his work to this day.

During the same time period, he began leading a support group for kids who had lost a parent. He began to envision a career in social services, and started working toward his MSW. By the time he was in the MSW program at University of Washington, he was working in community organizing with an immigrant-serving nonprofit.

As an MSW student, Epps was co-editor of two books: *The Immigrant Other: Lived Experiences in a Transnational World* and *Detaining the Immigrant Other: Global and Transnational Issues*. Both works foreground the lived experience of immigrants — in the United States and in other countries — in systems designed to dehumanize and disenfranchise them.

“What is it about undocumented immigrants entering and residing in the United States,” he writes, “that requires us to devote billions of dollars, countless [labor] hours and a myriad of other resources to enforce their removal?”

The current emphasis on detention, Epps explains, is a relatively recent phenomenon that dates to President Reagan’s response to Haitian refugees in the 1980s. The trend towards detaining immigrants evolved at the same time as other “tough on crime” stances of the 80s and 90s, like mandatory sentencing guidelines and the expansion of aggravated felonies (crimes for which an immigrant faced deportation). Since 1993, the average daily number

“Approximately 41 million Americans receive speeding tickets each year. I and many other Americans are more worthy of the ‘criminal’ label than the majority of undocumented immigrants in our country.”

of noncitizens detained for immigration purposes has increased by 980%. And like other aspects of mass incarceration, immigrant detention had a disproportionate impact on communities of color.

A 2016 article by Epps traces the roots of current narratives around immigration. The notion that immigrants were somehow a threat to the fabric of society has been present in U.S. immigration policy at least since the Chinese Exclusion Act of 1882. A racial focus to anti-immigrant views — and a dehumanization of groups based on their race and ethnicity — was likewise at work in the internment of people of Japanese descent during WWII and the mass deportations during “Operation Wetback” in the 1950s. Epps and many other scholars maintain that racism has never left immigration policy. Rather, it has remained implicitly embedded in policy and practice. As evidence, he points to laws that racially profile Latinx residents and specifically target migrants crossing the US/Mexico border.

As an alternative to detention, Epps advocates for community-based case management (CBCM), not to be confused with other alternatives to detention that require ankle bracelets or strict surveillance practices. In CBCM, participants are connected to case workers and to legal aid, social services, and family support for the duration of their immigration hearing. Since detained immigrants are often individuals who have lived and worked in communities for years, CBCM minimizes disruption to families. If an individual in CBCM receives a deportation order, they are given counseling to help them plan for eventualities like child care and financial support for family members. Confinement would be reserved for the most extreme circumstances, like instances where an individual poses a genuine threat to public safety.

He stresses that CBCM is not a solution to immigration policy problems. “I think of [CBCM] as a harm reductive approach to mitigating the state sanctioned violence of arbitrary detention that has been imposed on noncitizen communities for decades. While community-based alternatives will not change the mandatory detention policy currently in place, they have an opportunity to keep thousands out of prison. CBCM is part of a larger transition as advocates continue to work toward amending federal immigration law to eliminate mandatory detention altogether.”

Various renditions of CBCM have met with high success rates both internationally and where it has been implemented in the U.S. ICE’s own Family Case Management Program — now discontinued — had compliance rates of over 99% with court hearings and ICE appointments, as well as compliance with deportation orders.

Epps points out that there is already a precedent to lowering the number of detained immigrants. During COVID, the daily number of immigrants in detention nationwide dropped from a pre-pandemic level of over 50,000 to a low of roughly 12,000, showing that a significant reduction in the practice of immigrant detention is realistically attainable.

What would it take, then, to bring about a shift in policy towards more humane treatment of noncitizens? Those who are most likely to be impacted by current practice are ineligible to vote, either because they lack full citizenship or because they are the minor children of non-citizens. How can we mobilize an electorate that is, for the most part, not directly impacted by detention policy?

Epps’s dissertation — under the direction of professor **Kurt Organista** — explores ways to build support among eligible voters for policy that avoids detention whenever possible. The project, for which he recently received a Graduate Research Fellowship award from the Greater Good Science Center, tests the effectiveness of a messaging strategy that emphasizes cross-racial solidarity, interclass unity, and shared self-interest. Race-class narrative emphasizes that racial and economic justice are intertwined, and stresses working together towards common interests. While not a panacea, RCN offers a movement towards unity in divisive times.

In his survey experiment participants from a nationally representative sample of eligible voters will be asked about CBCM. The control group will simply read a passage unrelated to immigration detention and be asked to give opinions, whereas the intervention group will read a framing narrative. The survey will also measure the likelihood of engaging in political action for participants in both groups.

With so much common ground among people tied together by socioeconomic issues, Epps aims to explore the potential of alternate narratives around immigration and “developing cross-racial, cross-socioeconomic-status coalitions that look past distractions that provoke racial anxiety and political division to a larger, more holistic perspective.”

He remains pragmatic but hopeful about possibilities for change. “I don’t necessarily do this work because I expect a change to happen right away. But it’s about climbing that mountain one step at a time without losing sight of the end goal, toward a better future and better society for all members of our communities.” •

situated social work

Dylan Nicole de Kervor (MSW/JD '09) on the intersection of social welfare and civil rights

"I knew I was going to be advocating for unpopular causes and disenfranchised communities," explains Dylan de Kervor (MSW/JD '09), "so I wanted a law degree for the teeth and a social welfare degree for the heart."

She attributes this commitment to her childhood experiences. "I grew up with a single mom with a disability. I was bussed in Berkeley schools from what was then a primarily Black neighborhood in West Berkeley." Her dual degree and her ongoing commitment to equity led her to a career with the federal government, working with the Civil Rights Divisions of the Department of Health and Human Services and the Department of Justice.

She arrived at the Department of Health and Human Services in 2009 as a Presidential Management Fellow after the School of Social Welfare sponsored her application. "I couldn't believe that someone wanted to pay me real money to enforce civil rights."

When the Affordable Care Act passed in 2010, it marked the first time that sex discrimination had been prohibited in health care for program receiving federal funding. Before the passage of the ACA, women were routinely charged more for medical insurance simply on the basis of gender. Only 12% of individual insurance plans included maternity coverage, for instance, and only a third of privately insured women had a plan that covered contraception.

Because gender identity was now a protected form of sex discrimination, nondiscrimination in health care for transgender patients also became law. Insurers could no longer have blanket exclusion for gender affirming care. Practitioners who accepted federal funds could no longer refuse to provide care based on a patient's gender identity or expression. De Kervor was the lead drafter of provisions protecting the rights of trans and gender-nonconforming individuals under the ACA.



Defining this new area of civil rights regulations required a knowledge of both the law and healthcare systems like Medicare and Medicaid. De Kervor's training in social work made her the perfect candidate to help craft these policies.

By the time Section 1557 of the Affordable Care Act was finalized, six years had passed. De Kervor was at the Department of Justice by then, but she was the one chosen to gather all of the needed signatures — including then-Attorney General Loretta Lynch's — and then take a taxi to HHS to hand-deliver it.

While at the Department of Justice, she represented the federal government on several cases impacting LGBTQ rights, including North Carolina's HB2 (the infamous "bathroom bill"). Although the Department of Justice eventually withdrew its suit when North Carolina adopted a less drastic version of the bill, it was a landmark moment in the federal government's response to anti-LGBTQ discrimination. "I was so proud when Loretta Lynch said to the transgender community: 'We see you; we stand by you; and we will do everything we can to protect you going forward.'"

She also worked on *Brandt v. Rutledge*, a lawsuit challenging an Arkansas law denying gender-affirming care to trans youth, taking a lead role in writing the Statement of Interest filed by the United States. *Brandt v. Rutledge* — which is still making its way through

appeal courts — marked the first time the U.S. government went on record saying that gender identity discrimination is subject to intermediate scrutiny on its own, not just as a form of sex discrimination.

De Kervor's training as a social worker also informed other areas of her work at the Department of Justice. She helped start a partnership between the DOJ and HHS around inequities of race and language access within the child welfare system. She and her colleagues heard allegations of parents being directed to take anger management classes when those classes were only available in English, and judges saying parents needed to learn English before they could be reunited with their children. De Kervor helped develop a series of "dear colleagues" letters to remind agencies of their responsibilities.

Her dual degree helped her in ways that went beyond her knowledge of systems. In one case, a landlord was sued under the Fair Housing Act for sexual harassment of tenants, many of whom were single mothers with limited other options for housing. *De Kervor used her social work skills — knowledge of trauma-informed care and her ability to meet people where they were — as she gathered the stories that formed the basis of the DOJ's case. "The 'soft skills' of social work made me a better lawyer."*

Moreover, her training in social work taught her to look beyond legal questions. "A person's legal problems are rarely the only issue they're facing; there may be issues of housing, domestic violence, public benefits, etc. Social welfare knowledge helps you to situate the whole person."

ACA, and her team won the HHS Director's Honors Award. That same year, she was recognized by the LGBT Bar Association with a Best 40 Under 40 LGBT Lawyers Award.

De Kervor's advocacy isn't limited to her work hours. For the last eight years she has volunteered with Whitman-Walker Health's name and gender change clinic, a free legal clinic where attorneys meet one-on-one with clients to provide counseling and assistance with name and gender change processes. Previously, she served for a year on the steering committee of Trans Legal Advocates of Washington DC. She also served four years as Board Chair of DC Lawyers for Youth, an nonprofit that seeks to improve the DC juvenile justice system by advocating for effective legal representation reforms that promote positive youth development.

The need for de Kervor's work remains acute. Health and



“A person’s legal problems are rarely the only issue they’re facing: there may be issues of housing, domestic violence, public benefits, etc. Social welfare knowledge helps you to situate the whole person.”

In 2021, de Kervor was recruited back to Health and Human Services, where she heads rule-making for Section 1557 and leads a team of five. The previous administration made revisions to Section 1557 in 2020. Some of those changes are currently the topic of lawsuits, and HHS is also working to address other instances of anti-trans discrimination.

De Kervor has received numerous awards for her work. In 2021 she received the DOJ Civil Rights Division's John Dunn Award for her LGBTQI+ work in implementing Executive Order 13988, and her interagency COVID work earned her the DOJ Assistant Attorney General Distinguished Service Award in 2020. At Health and Human Services, she won the Secretary's Award for Distinguished Service in 2016 for her work on Section 1557 of the

Human Services has already voiced opposition to the recent Texas gubernatorial order categorizing gender-affirming care as a form of child abuse. An HHS statement called the order “discriminatory and unconscionable... clearly dangerous to the health of transgender youth in Texas,” and the Department issues a general guidance on civil rights and gender affirming care for transgender youth. Any individual or family targeted by child welfare services was encouraged to contact the HHS Office for Civil Rights. Meanwhile, legislation targeting gender-affirming medical care has been introduced in over a dozen states since the beginning of 2022.

We are fortunate to have de Kervor's heart and her willingness to apply the “teeth” of the law in pursuit of civil rights. •

FACULTY NOTES

Associate Professor **Adrian Aguilera** published “A Text Messaging Intervention (StayWell at Home) to Counteract Depression and Anxiety During COVID-19 Social Distancing: Pre-Post Study” in *JMIR Mental Health*.



Dean Linda Burton was inducted into the American Academy of Social Work and Social Welfare during the SSWR conference in January. She also participated in a panel discussion on “Brain Health and the Black Community” as part of a new partnership with the Alzheimer’s Association and the NFL Alumni Association, and gave a talk entitled “Trauma, Brain Health & Building Social Capital” at the inaugural Black Men’s Brain Health Conference in February.

Professor **Jill Duerr Berrick** published two articles with publication with Norwegian colleague Marit Skivenes and former doctoral student Joseph Roscoe: “Children’s rights and parents’ rights: Popular attitudes about when we privilege one over the other” in the *International Journal of Social Welfare* and “Parental freedom in the context of risk to the child: Citizens’ views of child protection and the state in the U.S. and Norway” in *Journal of Social Policy*. Berrick also gave four presentations at an international conference sponsored by the European Scientific Association on Residential and Family Care for Children. In October, Berrick published “Imagining a new future: Elimination of child support obligations for child welfare-involved families” in the *Journal of Public Child Welfare* along with a related blog post “Who pays for foster care? In the U.S., parents do.” She published several subsequent op-eds on the same topic. She shared the issue with Assemblymember Isaac Bryan’s staff; he has since picked up the issue and is sponsoring a bill (AB 1686) this legislative session.

Assistant Professor **Yu-Ling Chang** presented two papers at the 43rd annual conference of the Association for Public Policy Analysis and Management (APPAM) in Austin, Texas. One paper is co-authored with doctoral student MinJee Keh, titled “The gendered effects of Unemployment Insurance on subsequent employment outcomes among unemployed workers with children.” The other paper is a joint work with Dr. Leslie Hodeges and Dr. Fei Men, titled “The impact of Unemployment Insurance expansions on household well-being during the COVID-19 pandemic.”

Professor **Julian Chun-Chung Chow** made a virtual presentation entitled “Challenges Faced by Asian Americans During the COVID-19 Pandemic” at the 16th International Symposium of Social Policy in Nanjing, China. He also received a Faculty Research Grant from the Asian American Research Center for a study titled “Being, Caring, & Giving: Reimagining the Postpandemic Economic Futurity among Low-Wage Asian and Pacific American Workers.” His new publications include “Expenditure patterns among low-income families in China: Contributing factors to child development and

risks of suicidal ideation” in *Journal of Community Psychology* and “Psychological well-being of left-behind children in China: Text mining of the social media website Zhihu” in *International Journal of Environmental Research and Public Health*.

In addition to the publications mentioned on pp 6-12, Associate Professor **Emmeline Chuang**’s recent publications include “Systematic review of care coordination interventions linking health and social services for high-utilizing patient populations” in *Population Health Management*, “Telephone access management in primary care: Cross-case analysis of high-performing primary care access sites” in *Journal of General Internal Medicine*, “Career ladders for medical assistants in primary care” in *Journal of General Internal Medicine*, “Mental health staffing at HRSA-funded health centers may improve access to care” in *Psychiatric Services* and “Advance care planning in patients with decompensated cirrhosis at liver transplant centers” in *JAMA Internal Medicine*.

Distinguished Professor of the Graduate School and Former Dean **Jeffrey Edleson** was a lead Amicus on a Supreme Court Brief filed on behalf of a battered mother and her young son. Edleson and Sudha Shetty, Assistant Dean at the Goldman School of Public Policy, are jointly writing a retrospective on their international work to assist battered mothers and their children who have fled to the U.S. from other countries after the mothers were abused by intimate partners. Edleson also received the Distinguished Alumni Award from University of Wisconsin’s Sandra Rosenbaum School of Social Work.

Professor of the Graduate School **Eileen Gambrill** published “Integrating information from diverse sources in evidence-based practice” and “Posing well-structured questions for evidence-informed practice. Step. 1” in *Social Workers Desk Reference* (4th Edition).

Professor **Neil Gilbert**’s recent publications include “Family Life and the Demographic Transition in MENA Countries: Implications for Social Policy” in *Journal of International and Comparative Social Policy*, “Preparation and Response to COVID19: An Exploratory Analysis of Policy Response Spending and Health Expenditures in 20 OECD Countries” in *Journal of Sociology and Social Welfare*, and “Modern challenges to social security: the second demographic transition in *Chinese Social Security Review* (translated into Chinese by Professor Haomiao Zhang.) In November, he gave the keynote address, “Post-Pandemic Social Protection: Three Possible Futures in the United States,” at the International Council on Social Welfare conference, “New Issues in Social Protection in the Post-Covid era.”

Associate Professor **Anu Manchikanti Gómez** received the Gibbs Leadership Prize for Best Manuscripts of 2021 in *Women’s Health Issues* for her article “‘It’s Being Compassionate, Not Making Assumptions’: Transmasculine and Nonbinary Young Adults’ Experiences of ‘Women’s’ Health Care Settings.” Other recent publications include “‘My 9 to 5 Job is Birth Work’: A Case Study

SPOTLIGHT

Berkeley Social Welfare faculty members in top 2% for scholarly citations

Twelve Berkeley Social Welfare faculty members are included in a listing of the top 2% for scholarly citations worldwide in their respective fields, according to an annual study co-produced by researchers at Stanford. The 2021 report, published by Elsevier BV and included in PLOS Biology, is a publicly available database of more than 100,000 top researchers and includes updates through citation year 2020. The report — which measures both single-year citations and career citations — attests to the scholarly productivity and influence of our faculty!



FROM LEFT TO RIGHT: MICHAEL J. AUSTIN, JILL DUERR BERRICK, LINDA M. BURTON, JEFFREY L. EDESON, EILEEN GAMBRILL, ANU MANCHIKANTI GÓMEZ*, STEPHEN HINSHAW*, LORRAINE MIDANIK, JAMES MIDGLEY, EMILY OZER*, ANDREW SCHARLACH, JENNIFER SKEEM

* AFFILIATED FACULTY

** SINGLE-YEAR CITATIONS

of Two Compensation Approaches for Community Doula Care” in *International Journal of Environmental and Public Health* and “Structural Inequity and Pregnancy Desires in Emerging Adulthood” in *Archives of Sexual Behavior*.

A group of UC Berkeley researchers — including Assistant Professor **Erin Kerrison** — won a 3-year, \$2 million National Science Foundation grant to improve the useability of big criminal justice datasets for public defenders and others.

Jim Midgley, Professor of the Graduate School and former Dean, published an entry on “International Social Welfare: Overview” in the Oxford Research Encyclopedia of Social Work. His new book, *Advanced Introduction to Social Protection*, was published by Edward Elgar Publishers in England. Midgley gave the Shanti Khinduka Lecture at the 22nd Biennial Conference of the International Consortium for Social Development.

Professor **Kurt Organista** was awarded the Harry and Riva Specht Chair in Publicly Supported Social Services. He was also invited by the National Center for HIV/AIDS, Viral Hepatitis, STD, and TB Prevention (NCHHSTP), at the Center for Disease Control to present his latest research at its Health Equity Speaker Series.

Professor **Osagie Obasogie** was elected to the National Academy of Medicine, one of the highest honors in the field of health and medicine, and was selected for a 2022 Guggenheim Fellowship.

Incoming Assistant Professor **Angie Perone** was selected to the 2021-2022 class of RWJF Health Policy Fellows by the National Academy of Medicine and the Robert Wood Johnson Foundation The fellows, selected for their accomplishments in health and behavioral/social science through a national competition for health professionals with an interest in policy, spend a year in Washington, D.C. working on health-related legislative and regulatory issues with members of Congress and the executive branch.

Associate Professor **Tina Sacks** testified before the California Department of Justice Task Force to Study and Develop Reparations Proposals for African Americans.

Associate Professor **Valerie Shapiro** delivered the keynote presentation for the “Engaging Hearts and Minds: Resilient Families, Successful Communities” Seminar organized by the Ministry of Social and Family Development for the Country of Singapore. She also delivered an invited presentation at the “UNESCO Forum on Transformative Education for Sustainable Development, Global Citizenship, Health and Well-being” on the future of Assessment for Social and Emotional Learning worldwide. Shapiro recently published, with co-authors Professor Emily Ozer and SPH doctoral candidate Catherine Duarte, Opportunities to Strengthen SEL Impact through Youth-Led Participatory Action Research (YPAR). She also published, with Sarah Accomazzo (PhD 2014) and colleagues, “Strengths-Based Practice: A Meta-Theory to Guide the Social Work Profession” in *Theoretical Perspectives for Direct Social Work Practice* (4th edition).

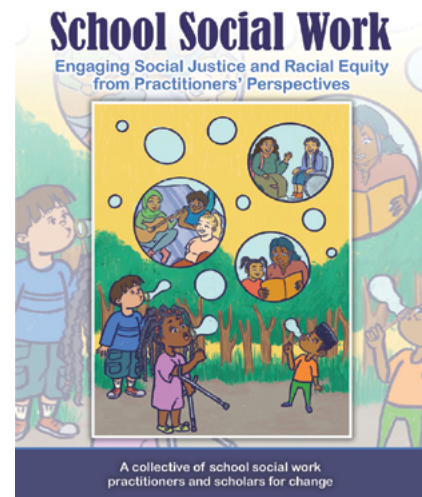
The Center for Prevention Research in Social Welfare was awarded a subcontract from the John Templeton Foundation to study the Greater Good Science Center Toolkit for Teachers.

FIELD FACULTY NOTES

Field faculty members **Christina Feliciano**, **Christine Scudder**, and **Robert Watts** contributed chapters to a new school social work textbook. Many distinguished Cal alums and/or former faculty joined this venture including Robert Ayasse, Heather Graham, Michelle Rainer, and Keshia Williams. *School Social Work: Engaging Social Justice and Racial Equity from Practitioners’ Perspectives* is a compendium of articles written by a diverse group of experienced school social work practitioners and

educators. The authors combined their collective practice wisdom with research-derived evidence to provide practical guidance to both new and experienced school social workers. They address the California Commission on Teacher Credentialing, Performance Expectations for the Pupil Personnel Services Credential in School Social Work and Child Welfare and Attendance as well as the Council on Social Work Education, EPAS Competencies by focusing on the needs for social justice and equity for the most vulnerable children in our schools. While the focus is mainly on the diverse needs of children in California and the legal codes that impact them, this material will be very informative to school social work practitioners across the country. The book addresses a range of topics from trauma-informed care, alternative disciplinary practices, group work, ethics, attendance, suicide and psychological crisis response, and family, teacher and community engagement. Furthermore, the articles focus on various vulnerable and underserved groups of children, including Native Americans, youth in need of Special Education, LGBTQ, foster and unhoused youth, pre-school children, newcomers, and gang-affiliated youth. The intent is to help school social workers address the systemic needs of schools to create a more equitable and nurturing learning environment for all children.

Field faculty members **Luna Calderon**, **Christina Feliciano**, and **Christine Scudder** collaborated to provide a 16-hour training series called Toward Anti-Racist, Trauma-Informed and Solution-Focused Supervision.



STUDENT NOTES: PhD

Brita Bookser accepted a position as a tenure-track Assistant Professor in Child Studies at Santa Clara University, commencing Fall 2022. Her co-authored empirical article entitled “Context Matters for Preschool Discipline: Effects of Distance Learning and Pandemic Fears” was published in a special issue of *School Psychology*.

Luca Suede Connolly's newest article “At the Very Least’: Politics and Praxis of Bail Fund Organizers and the Potential for Queer Liberation” will appear in the new Bristol Press anthology *Queering Criminology in Theory and Praxis: Re-Imagining Justice in the Criminal Legal System and Beyond*.

Douglas Epps received a \$1000 Graduate Student Research Grant from the Center for Race and Gender as well as a SURF-SMART Research Mentoring Fellowship with a \$5000 stipend.

Cristina Gomez-Vidal and several colleagues secured a \$100,000 County Health Rankings and Roadmaps Research Grant from the University of Wisconsin Population Health Institute for 2021-2022. The pilot project “Constructing a Measurement Index of Incorporation Status to Evaluate Health Disparities in Unincorporated Communities” examines the policy relationship between unincorporated area and population within a county and health disparities in California and Texas. Gomez-Vidal also published “Invisible and unequal: Unincorporated community status as a structural determinant of health” in *Social Science and Medicine* (along with her advisor, Anu Manchikanti Gómez).

Anthony Gómez and collaborators published “Bills, babies, and (language) barriers: Associations among economic strain, parenting, and primary language during the newborn period” in *Family Relations*. He was also awarded a predoctoral fellowship through the Institute for Child and Family Well-Being at the University of Wisconsin-Milwaukee.

Demond Hill received the Bill and Melinda Gates Foundation Predoctoral Fellowship. He published an essay with the Greater Good Science Center on the transformative power of play for Black children, and was interviewed for the GGSC’s Science of Happiness podcast. He also had several presentations accepted for conferences, including “Intersectionality-Informed Bioecological-Oriented Developmental Science: Examining Social Construction and Black Boys’ Development” for the Society for Research in Child Development.

Luyi Jian published a first-author paper entitled “Young Fathers in Jail: Associations between Father Experiences, Father–Child Relationships, and Community Stability.”

Juyeon Lee accepted an assistant professor position at the University of Hong Kong, Department of Social Work and Social Administration, starting July 2022.

Brenda Mathias presented a first-author paper titled “Place and Community Engagement as Predictors of Social Capital: An Analysis from the Knight Soul of the Community Study” at the People, Place and Policy Conference hosted virtually in Sheffield, UK. Brenda was awarded the best PhD/Early Career Paper Award 2021 at the conference and was an ISSI Graduate Fellow for the 2021-2022 year.

Cheng Ren published “New Methods and the Study of Vulnerable Groups: Using Machine Learning to Identify Immigrant-Oriented Nonprofit Organizations” in *Socius*.

Valentin Sierra helped secure a \$160,000 grant from the Bureau of Indian Affairs to create and support Indian Child Welfare Act-related services at the American Indian Child Resource Center in Oakland. Sierra was also awarded a fellowship through the Berkeley Institute for Data Science and joined the Computational Social Science Training Program, a two-year multidisciplinary training program in advanced data analytics for predoctoral students in the social and behavioral sciences.

Angie Wootton published a first-author paper in *Health Education and Behavior*: “A Mixed-Methods and Prospective Approach to Understanding Coping Behaviors, Depression, Hopelessness, and Acute Stress in a U.S. Convenience Sample During the COVID-19 Pandemic.” Prior to entering the PhD program at Berkeley, Wootton worked on a multidisciplinary research and practice team at UCSF’s Center for AIDS Prevention studies. Angie and team developed a video and text message-based integrated behavioral health counseling series aiming to improve the mental health, substance use challenges, and HIV care engagement for young adults living with HIV. The intervention was recently chosen by HRSA for dissemination at Ryan White-funded health clinics across the country.

Kelly Ziemer co-authored with University of Amsterdam colleagues “Mindful awareness as a mechanism of change for natural childbirth in pregnant women with high fear of childbirth: a randomised controlled trial” in *BMC Childbirth and Pregnancy*.

STUDENT NOTES: MSW

A group of MSW and PhD students started a new registered student organization. The purpose of the Social Welfare Anti-Ableism Caucus (SWAAC) is to foster community amongst disabled, chronically ill, and neurodivergent undergrad & grad students, faculty, staff, alumni, and our allies. SWAAC aims to integrate disability justice in social welfare education with an emphasis on community wisdom, anti-oppressive practice, and advocacy on and off-campus. The SWAAC leadership team includes **Rosa Kelekian**, **Rafael Henriquez**, **Eunkyoung Chung**, and **Rosa Enriquez**.

In partnership with colleagues from the ASUC Disabled Students Commission, Graduate Assembly, Student Advocate’s Office, and Disability Cultural Center, **Rosa Enriquez** (BASW ‘20, MSW ‘22) and **Rosa Kelekian** (MSW ‘22) proposed Disability Beyond Compliance (DBC). DBC is a student-led initiative to improve the campus climate and culture to shift from surviving to thriving at UC Berkeley. DBC leverages the lived experiences of disabled, chronically ill, and neurodiverse students to fill in a significant gap in service to student development centers, campus departments, student housing, and other core services on the intersection of disability in higher education.

Marisol Rubio received the 2021 CLAA Scholarship, established by UC Berkeley Chicana Latinx Alumni Association.

CENTER NOTES



CCWIP California Child Welfare Indicators Project

In collaboration with professor Mark Courtney, the CCWIP obtained a \$2.1M grant from the Conrad Hilton Foundation and the Tipping Point Community to create and maintain a monitoring platform tracking long term, post-emancipation outcomes for youth formerly in foster care.

Led by doctoral student Ivy Hammond and Principal Investigator Daniel Webster, the CCWIP obtained a \$1M grant from the CA Department of Social Services to conduct a program evaluation of California Senate Bill 855, which strives to better identify, intervene, and support children impacted by commercial sexual exploitation (CSE).

With colleagues from the Children's Data Network at the University of Southern California, **Stephanie Cuccaro-Alamin**, **Bill Dawson**, **Ivy Hammond**, and **Emily Putnam-Hornstein** published an open-access article, "The Children's Data Network (CDN): Connecting the Dots to Inform Children's Programs and Policies," in a Special Issue of the *International Journal of Population Data Science*.

In collaboration with colleagues at the University of Southern California, Bill Dawson and Emily Putnam-Hornstein published an article titled "Neighborhood Poverty, Intergenerational Mobility and Early Developmental Health in a Population Birth Cohort" in *Health & Place*.

In partnership with professor **Jill Duerr Berrick**, **Joe Magruder** presented a paper titled "A longitudinal investigation of infants

and out-of-home care" at the European Scientific Association on Residential and Family Care for Children and Adolescents.

Emily Putnam-Hornstein, distinguished professor at The University of North Carolina, Chapel Hill and research specialist with CCWIP, launched a pilot Risk Stratification Project with three Los Angeles County DCFS offices. This project will help child welfare staff identify complex referrals so that they can more effectively team and apportion resources.

After many months of work with counties exploring the data available to track substance abuse among child welfare-involved families, PI **Daniel Webster** co-presented a set of recommendations for improved data collection to the California Child Welfare Council. He was also an invited panelist on the topic of "Child Welfare Disparities, Impacts on Child Development, and the Role of Maternal Health Supports" at the California Assembly Budget HHS Subcommittee Hearing in Sacramento in March.

Wendy Wiegmann, **Anthony Gomez**, and **Ivy Hammond** published an annotated bibliography on the importance of sibling connections for children in foster care in *Oxford Bibliographies in Social Work*. This article is titled "Foster Care and Siblings."

In appreciation for her work with Los Angeles County DCFS around racial equity in child welfare, **Wendy Wiegmann** was granted the ERDD Equity Champion award at the 2021 Community Cultural Brokers conference.



Along with postdoc Lina Montoya and colleague Chris Lowenkamp, Professor **Jennifer Skeem** delivered a presentation to the U.S. Judicial Conference Committee on Criminal Law titled “Understanding and addressing racial disparities in pretrial detention.” Skeem is working with experts at the U.S. Administrative Office of the Courts, Pretrial and Probation Services to create a data-informed action plan for transforming policy and practice to reduce disparities.

Skeem is serving as the lead subject matter expert on Metrics in Crisis Response for people with mental illness; a transformative project organized by the Pew Charitable Trusts and supported by a funders’ collaborative. Her work was featured in a “debunking myths” article from the American Psychological Association on the relationship between mental illness and violence.

The California Policy Lab published a policy brief on a study by Jaclyn Chambers, Karin Martin (formerly of GSPP), and Jen Skeem. The brief is titled “Eliminating fees in the Alameda County juvenile justice system meaningfully reduced financial burdens on families.”

Skeem also published three empirical papers with former doctoral students: Stephania Hayes (“Testing assumptions about peer support specialists’ susceptibility to stress,” Psychological Services), Pat Kennealy (“Clarifying conceptions underlying adult psychopathy measures,” Assessment) and Leah Jacobs (“Neighborhood risk factors for recidivism: For whom do they matter?”).

Through her work with the Meadows Mental Health Institute, Jen Skeem and Co-I John Petrila were awarded a grant by the Sosozei Foundation. They will develop metrics of success for emergency responses to people experiencing mental health crises in the community—with a focus on studying the impact of response teams that pair clinicians with dispatchers and police.

The Risk Resilience lab is currently working with youth advisors to codesign a video game to promote positive development and their work on understanding and disrupting racial disparities in the criminal legal system.

SPOTLIGHT

Berkeley Social Welfare helps bring CollegeCorps to campus

Professor **Jill Duerr Berrick** and Director of Strategic Initiatives **Katrina Koski** were part of the team that brought the state’s new CaliforniansForAll College Corps to UC Berkeley. The program, announced in January by Governor Newsom, seeks to help students from diverse backgrounds graduate on time and with less debt while building leadership skills and civic responsibility as they work with community-based organizations. Next year, 100 UC Berkeley students will be chosen to receive \$10,000 fellowships to help pay their college costs in exchange for 450 hours of public service.

This initiative will align with our recently-launched Youth Equity Discovery Initiative in partnership with the School of Public Health and the School of Education. Social Welfare has identified community-based sites focused on children and youth that want to partner with the School and our undergraduate population. Applications for the College Corps fellowship opened in April and the program will launch in August.

CENTER NOTES



CalSWEC

California Social Work Education Center

Leadership. Partnership. Workforce Development.

The **2022 CalSWEC Title IV-E Summit** took place virtually with 775 attendees signed in to the live sessions and over 2,200 views on YouTube. The Summit is a child welfare conference designed to bring social work practitioners, educators, and Title IV-E students together around a pertinent child welfare theme. This year's theme was *The Impact of Intergenerational and Racial Trauma in Child Welfare*.

Evaluation results averaged across the two sessions indicated that 98% of attendees felt the sessions were effective, provided new perspectives or skills, and would be applicable in their work. "The presentation really opened the eyes of all social workers beyond the point of just book knowledge," commented one attendee. Another student said, "Amazingly helpful for me. I am certain that the information that I received today will help me improve my work with the families I work with."

The 2021 California State Budget included \$3 million from the General Fund "to provide a Master of Social Work Program stipend for tribal members or Native Americans who commit to working in tribal social services programs dedicated to serve children and families through after graduation" (California State Budget 2021-22). The **CalSWEC Title IV-E Program** is planning for implementation of this funding for the FY2022-24 contract cycle.

This funding is planned to serve full-time MSW students. A planning group composed of CalSWEC Title IV-E SERVE Project Coordinators, CalSWEC Central staff, and representatives from the California Department of Social Services Office of Tribal Affairs and Training Support Unit, the California Tribal Families Coalition have been convening to clarify the parameters of the funding. This funding will meaningfully contribute to the Tribal public child welfare workforce, and provide critical access to MSW programs for Native American students.

CalSWEC's **Integrated Behavioral Health Program (IBH)**, led by Dr. E. Maxwell Davis, has completed a comprehensive retrospective study of the Mental Health Services Act MSW Stipend Program, implemented at 22 MSW programs across California under CalSWEC's direction from AY 2005-06 through AY 2018-19.

The white paper presents summaries of program data, findings associated with key outcomes, and recommendations for how MSW programs and public behavioral health agencies can work

together to enhance future training efforts and the retention of MSWs in public behavioral health service settings.

The IBH Program has partnered with the California Primary Care Association (CPCA) to support the expansion and enhancement of training partnerships between MSW programs and FQHCs through the creation of a guide for developing such partnerships that will be disseminated to community health centers (CHCs) statewide.

The guide will provide detailed practical guidance for CHCs around partnering with MSW programs, including assessing local needs and resources, identifying potential academic partners, and engaging successfully with academic institutions. It will also provide guidance and resources for the provision of appropriate field supervision, navigating challenges with MSW interns, and evaluating intern performance, while supporting commitments to diversity, equity and inclusion. The IBH Program will work with CPCA to disseminate the guide and showcase its content through public meetings, webinars, and other presentations.

The IBH Program has also partnered with Berkeley Social Welfare's Mack Center and the Bay Area Social Services Consortium to develop a project focused on assessing and enhancing workforce development in California's Adults and Aging Services programs, with a particular focus on enhancing recruitment and retention as well as efforts related to diversity, equity and inclusion. This project began with the development and launch of the Adults and Aging Workforce Survey, which was distributed to all Adults and Aging Services directors in the state. Ongoing work will include the analysis of survey data and presentation of survey findings to BASSC and other county directors, with the goal of determining next steps for a larger scale project focused on improving recruitment and retention of the Adults and Aging Services workforce.

Having completed the two-year regional pilot Adult Protective Services (APS) Stipend Program, CalSWEC's **Adults and Aging Program** is preparing to launch a statewide APS MSW Training Program through a new funding agreement with the California Department of Social Services. Like the APS pilot project, the statewide APS Training Program will focus on preparing MSW students to provide specialized services to disabled and older adults served by California's public APS programs. Unlike the

CalSWEC AT A GLANCE

22

Accredited social
work programs

12,516

Title IV-E Program and IBH Program
students since inception

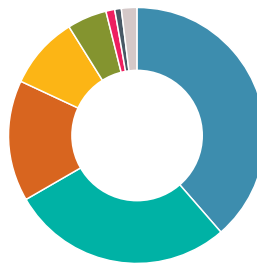
\$59M

Annual Budget FY 2022

58

City and county
social services
departments in
California

Race/Ethnicity of students and social workers in CalSWEC training programs



*Data as of September 2021

pilot project, that statewide project will be implemented at MSW programs and in county APS units across all five of California's service regions, and will focus on training advanced-year MSW students.

July 2021 saw the on-schedule, full launch of the California Child Welfare Training statewide learning management system (LMS), better known as **CACWT**. CACWT is more than an LMS. It is a configuration of systems, including a student information system (SIS), that is intended to streamline, standardize, centralize, and improve the deployment of social worker training across the state.

CACWT was developed in collaboration between the California Department of Social Services and its regional and county partners across the state, with CalSWEC's Technology and Instructional Design team managing the LMS administration.

The Statewide **Common Core Curricula (CC3.5)**, launched at the beginning of the fiscal year in CACWT is currently being delivered and undergoing quarterly revisions based on feedback from observers and trainers.

The new curriculum includes 18 classroom courses, 10 eLearnings, and 5 field activities. The training content is divided into practice area blocks which mirror the Integrated Core Practice Model (ICPM)—Foundation, Engagement & Assessment, Case Planning & Service Delivery, Monitoring & Adapting, and Transition, and allows for a focused exploration of knowledge and skills in key practice areas providing a natural framework for field activities and skill development.

Common Core 3.5 expands in-service training through field-based coaching to bridge knowledge and skills and maximizes the use of available technology and diverse training modalities based on county resources and appropriateness of course content.

After a five-year hiatus CalSWEC will be hosting the **Fairness & Equity Symposium** again this September. Through the years the symposium has provided a statewide forum for those interested in leveraging workforce development to reduce institutional bias and disparities in service provision, promote competent responsiveness to cultural diversity, and advance social justice in the child welfare system.

The theme for this year's symposium is Advancing Equity Through Prevention. As California prepares for a statewide prevention focus, generating collaboration across systems, the intention of this symposium is to contribute to this conversation through the lens of equity. Hopefully this symposium will spark individual and collective innovation in the pursuit of equity across systems. The symposium will take place virtually on Thursday, September 15 and Friday, September 16 from 9:00am to noon. For more information, contact calswec_rta@berkeley.edu.



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Giving back: Molly Nantongo (MSW '23) and Ntongo Skills4Peace

First-year MSW student **Molly Nantongo** was recently awarded a \$10,000 Davis Projects for Peace grant for her project, Ntongo Skills4Peace.

Ntongo Skills4Peace aims to address high crime rates and unplanned pregnancy rates among youth living in the Mukono District of Uganda by providing vocational training in hairdressing, catering and metal fabrication to unemployed youth impacted by COVID. Nantongo will coordinate mentorship and life skills training, and the youths will also receive digital skills and entrepreneurship skills training.

"I always desired to give back to my community," she explains. "Looking at my background, I was born in slums and raised in an orphanage; with the orphanage, youth who did not make it to the university were taken into vocational institutes to attain skills, and they are successful."

Nantongo was a practicing social worker in her native Uganda prior to coming to UC Berkeley as a MasterCard Scholar. Once she completes her MSW, she plans to apply to PhD programs. Her long-term goal is to work with UNICEF.



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