

**IASWG Board Meeting
June 6, 2020
10am-1pm EST using Zoom**

Minutes

Members Present: Alexis Howard (Co-chair, Nominations & Elections), Shirley Simon (Co-Chair, Chapter Development; Member-at-large), Lorrie Gardella (Co-chair, International Issues; Member-at-large), Ann Bergart (Illinois chapter), Anna Nosko (Toronto chapter), John Genke (NY red apple chapter), Mamadou Seck (NE Ohio chapter), Kristen Perron (Chair, Money Committee; Minnesota chapter), Sam Benbow (Co-Chair, Membership; Pennsylvania chapter), Hilda Baar (German chapter), Mark Macgowen (Co-chair, Commission), Kyle McGee (Co-chair, Nominations & Elections), Greg Tully (Most recent past president), Andy Malekoff (Editor, Social Work with Groups), Helene Onserud (Member-at-large), Michael Wagner (Historical secretary), Ginette Berteau (Co-vice President), Carol Cohen (Co-chair, Commission), Mark Doel (Co-chair, International Issues), Barbara Muskat (President), Joyce Webster (Communications secretary), Sera Kaplan (Co-chair, chapter development; Massachusetts chapter), Sari Skolnick (Long Island chapter), Poppy Masinga (Member-at-large), Anite Marseille (Co-chair, Membership; Francophone chapter), Angel (Nancy) Doetzel (Alberta chapter), John Lukach (Minnesota chapter), Zaneta Smith, Maria Gandarilla (Co-chair, Marketing), Padriac Stanley (Member-at-large), Namoonga Chilwalo (Member-at-large), Donna Guy (Member-at-large), Donna Mclaughlin (Treasurer), Brian Kelly (Co-chair, Marketing), Rhonda Hudson (Tennessee chapter), Dana Leeman (Chair, Symposium committee), Charles Garvin (Co-chair, Practice), Mark Smith (Co-chair, Practice; Florida chapter), Linda Ducca (Member-at-large), Kristina Lind (Northern New England chapter), Reineth Prinsloo (Co-vice President), Cheryl Lee (California chapter)

Members Absent: Jorūnė Vyšniauskytė Rimkienė (Lithuania chapter), Werner Leiblang (European chapter), Roseprimevere Jacques (Member-at-large), Anne Jones (North Carolina chapter), Gloria Kirwan (Groupwork Journal)

Barb Muskat (president) called me meeting to order at 10:02am and welcomed the Board to the first ever virtual Board meeting. (This meeting was held virtually due to the presence of the global pandemic, COVID-19). She provided an acknowledgement of state of the world, specifically racial violence, the global pandemic, and our own recent organizational losses. She reported the Executive Committee developed a statement about current events and it is available on the website:

A Message from the IASWG Executive Committee (June 4, 2020):

As IASWG reflects on current and ongoing racial injustices and systematic oppression in the world, we are reminded of the tenets of our mission:

“As group workers we believe that our common ground unites us and our differences enrich us. Committed to social justice, IASWG gives particular attention to people systemically disadvantaged by the power differential inherent in oppressive social structures.”

In keeping with these values, IASWG supports Black Lives Matter, condemns anti-black racism, and echoes demands for change within unjust and oppressive systems around the globe.

In 2016, IASWG released *The Time for Group Work*, a message that is particularly relevant today as we face untold assaults on human rights, health, and racial justice:

“There has never been a more urgent time to bring communities together towards a mutual understanding and a respect, not just for humanity, but for the planet as a whole. Social group work can create security where there is

uncertainty, a feeling of belonging where there is alienation, and a vehicle for positive communal action where there is a sense of helplessness. It has been used to unite and give voice to people in the aftermath of conditions that seemed beyond repair. Through social group work, nations, communities, and individuals can repair.”

Barb reviewed the agenda and members offered brief introductions and shared their role on the Board.

Joyce Webster (secretary) called for a motion to approve the minutes from the November 2019 meeting. Dana Leeman motioned for approval and Rhonda Hudson seconded. All voted in favor through a show of hands, with one abstention.

Organizational Updates: Barb offered remarks on the state of the organization. She noted the vast amount of work being undertaken across committees and thanked everyone for their ongoing efforts. She provided a wide overview of the financial picture of the organization, especially in light of the global pandemic and pivoting to an online symposium. She thanked Dana and Emily for their efforts undertaking the first ever virtual symposium and noted there were related financial implications that will be discussed.

Treasurer Updates: Donna McLaughlin (treasurer) reported on the financial state of the organization. She has recently taken on the role of treasurer and is getting acquainted with the work. Bank accounts have been updated for current signers to be Barb, Donna, and Emily. May consider adding a fourth signer in the future. Donna referenced narrative financial report that was provided to members in advance of this meeting (report will be available on the website after this meeting). Donna strongly suggested the Board plan for a virtual meeting in November so as to reduce organizational costs associated with travel and erase the deficit from 2019, as well as protect the health of members. There was some discussion supporting the move to a virtual meeting in November as a fiscally responsible decision. Donna noted that the approved budgeted numbers for 2020 are no longer valid due to everything moving to virtual; i.e. reduced income/expenses for symposium, board meeting, membership, etc. She proposed a revised budget for the remainder of 2020, but it was noted that the Budget & Finance Committee had not yet met to review the numbers/suggestions. After the committee meets, they will provide updates to the Board via email.

Symposium Updates: Dana thanked the symposium planning committee for their efforts pivoting to virtual symposium, especially Emily. All information related to the symposium is available on the website. As of today, 220 registrations from 15 countries – 184 members, 36 non-members – would love to get to 300. Currently have 25 student volunteers who are being trained to host zoom sessions. CEUs will be provided from NYU. Over 140 people registered for Ronnie’s field work institute; we should consider charging a fee for this institute in the future. The schedule was carefully considered based on time zones and mental fatigue based on using virtual space. This year’s honoree is Dominique Moyse Steinberg, be on the lookout for request to submit video greeting/congratulations. Dana and Brian reminded members to please engage in grassroots marketing for symposium. Marketing committee distributed email and social media templates in English and Spanish for personal marketing of the symposium. There was some discussion about translation and which sessions will be translated. Ginnette and many other folks have been involved in exploring translation capacity for some symposium presentations but there are some significant challenges. Carol Cohen posed a question about the symposium scholarship process; this process needs to be discussed more in the future.

Board members offered broad support and praise for all those involved in carrying out the symposium. Emily asked board members to: 1) comment on student poster presentations, 2) offer to be zoom hosts, 3) plan to attend as many sessions as possible, and 4) attend the membership meeting.

The group adjourned for a brief break.

When the meeting reconvened, committee co-chairs offered brief reports. Written reports were also offered in advance of the meeting and are available below.

IASWG Committee Updates – June 2020

Executive Committee – The Executive Committee has met several times during 2019/2020. Minutes from these meetings are available on the IASWG website. The committee's work has primarily focused on planning for Board Meetings and supporting symposium planning. This week, the committee met to draft a statement denouncing systemic oppression and racial injustice and reaffirm IASWG's values and mission in light of recent events. This message can be found on our website and social media.

Symposium (Dana Grossman Leeman) - Since August of 2019, the committee has been meeting weekly to plan the 2020 symposium. We were past the proposal acceptance stage and finalizing room selection at NYU when Covid-19 became an increasing concern and in early March, we proposed to the board a shift to a virtual format. We will be facilitating this symposium entirely by zoom. We have a team of nearly 20 volunteers comprised of IASWG board members and members who will host sessions. We have 80 presenters. We are having 4 invitationals, 2 plenaries, and a full complement of sessions. This has been an intense period of work for us, but we are excited to see how this format works. We feel that it may create access for more attendees, globally, as there are no travel or accommodations required and the fee is substantially lower than usual. I also convened a planning meeting with the Lithuanian Group that hopes to host in 2021.

Marketing (Brian Kelly & Maria Gandarilla) – Recent committee work includes: Development and implementation of board and member-based marketing strategies for 2020 Symposium, managing IASWG presence at 2020 CSWE APM, continuing to solicit and review practice tips for the IASWG webpage, continuing to explore ways to enhance the IASWG brand (i.e., proposal of organizational analysis and key priorities).

International Issues (Mark Doel & Lorrie Greenhouse Gardella) - The Committee developed an Impact Form that outlines six areas of impact by which to measure the continuing internationalisation of the Organisation: Language; Accessibility; Economic justice; Diversity; Publications; Communication across cultures (see the Impact Form previously circulated for details). The Board has agreed that each committee will use these six categories to measure its own internationalisation. Lorrie requested all committee chairs and chapter reps submit the International Impact Form. A sub-Committee worked on the Economic justice implications of the fee structure for membership and this was agreed at the November Board. The Committee's focus is primarily to collect and review progress in respect of the six categories and to monitor the organisation's progress in terms of internationalisation. The committee is also progressing with finalizing language a colour-coded world map showing 3 different levels of economic zone outlining new membership and symposium rates on our website. Finally, the committee is planning for a summer meeting with the following agenda: Review findings from the International Impact Survey; Explore how to improve language access in video conferencing (such as closed captioning); *Racial justice initiative*: Plan for learning how international group work promotes racial justice.

Membership (Sam Benbow & Anite Marseille) - The committee has been working on rolling out the Membership Survey, re-establishing a healthy working relationship with our German Chapter, designing the Annual Membership meeting in zoom format, recruiting of new committee members, and exploring ways to keep in contact with members.

"Money" Committee (Kristen Perron) – This is a new committee, formed at the November 2019 Board meeting, with the objective of exploring external funding resources. Due to the recent pandemic, the committee has not yet met. If there is any interest in joining the committee, this is a chance to be creative and lean into our group work instincts for connection on various levels.

Nominations & Elections (Kyle McGee & Alexis Howard) - The Nominations and Election Committee met recently to discuss how to best proceed with the nominations and election process this year. Given the impact of the global pandemic, the committee feels it is reasonable to postpone for one year the election of three new At-large Board Members while also extending by one year each of the terms of the nine current At-large Board Members. The committee proposes this course of action with Board equity and diversity in the forefront of our thinking, knowing recruitment of a broad pool of candidates would likely be very difficult in current circumstances. Also, as a committee we work to carefully orient new Board Members, and that process would be challenging during this period of virtual meetings. This received broad support from members. **Kyle moved to ask at-large members to extend their terms for another year and suspend the general election for this year only. Carol Cohen seconded. All voted in favor.**

Commission on Group Work in Social Work Education (Carol Cohen & Mark Macgowan) – The Commission committee has undertaken and is planning for many activities and initiatives. A full report of the committee's work is attached.

SPARC (Carol Cohen) - The attached document includes our full IASWG SPARC report, along with a multi-year activity summary. Carol asked for a motion to approve the applications for endorsement and funding. Donna McLaughlin motioned and Kyle McGee seconded. Joyce called the vote. All voted in favor.

Practice (Charles Garvin & Mark Smith) – Mark Smith has stepped up to co-chair the Practice Committee with Charles Garvin. The committee report is pending.

Chapter Development (Shirley Simon & Sera Godfrey-Kaplan) - The committee met three times during the 2019/2020 year—once face-to-face during the IASWG November Board Meeting and twice virtually on December 2 and May 27. The committee addressed the role and purpose of IASWG chapters, recruitment and retention strategies, strategies for publicizing the symposium, and potential activities and connections during the pandemic, such as events sponsored by other chapters. Meetings were well attended, with enthusiastic participation. The next chapter development meeting will be scheduled for August 2020. Currently there are 21 chapters, with interest expressed from Israel, Spain, and China/Hong Kong/Singapore. Overall, IASWG chapters continue their fruitful efforts at expanding group work education, practice, and research across the globe. As you will see below, these efforts have been somewhat curtailed by the COVID-19 pandemic. Regardless of current challenges, a strong sense of enthusiasm and efforts at ongoing advocacy remain across our global chapters.

Task Group Accessibility and Translation- Ginette and Helene reported on four major activities: -Search for IASWG members who are bilingual-Seeking collaboration with Schools: A partnership has been developed with the Department of Spanish at South Connecticut University. Contacts have been established with Middlebury Institute. 3- Symposium Support: suggestions for translations and accessibility at the planning committee and exploration the possibility of using different free technologies 4- Translation. This experience has gotten us to realize that the issue of accessibility for members speaking a language other than English is not simple. We realize that we have a long way to go to get there. To do:

- Ensure that each language has a representative on the working group.
- Establish partnerships with language departments. Those with which we are already working with and others.
- Finding a way to coordinate translation efforts within IASWG
- Keep vigilant to ensure that all languages are equally accessible
- Make committees aware of the challenge involved in and the need to allow time to translate documents
- Ensuring that advertising is done from the outset in all languages
- Increase the possibility of translation at the symposium

After committee reports, there was broad discussion about the logistical and financial difficulties with increasing translation efforts, including needing to add a line item in the budget in the future, a decision that would need to be made by the exec committee. Work will continue to increase access to translation.

Chapter reports were not offered at this meeting.

All members voted to hold the November 2020 Board meeting virtually using Zoom.

Barb thanked members for their participation and support during the meeting and adjourned the group at 1:15pm EST

Respectfully Submitted,

Joyce Webster
IASWG Organizational Secretary