

Anti-Racism and Anti-Discrimination Continuing Education

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Effective Date: September 28, 2021

Purpose:

The Board of Registration of Social Workers ("Board") adopts this policy to require licensees to complete continuing education ("CE") in anti-racism and anti-discrimination to meet CE obligations in 258 CMR 31.00 *et seq.*

Authority:

Pursuant to M.G.L. c. 13, § 84, the Board is authorized "to adopt rules and regulations governing the licensure of social workers and the practice of social work to promote the public health, welfare and safety of citizens of the commonwealth" and "to establish standards for continuing education reflecting acceptable national standards."

The Board's regulation at 258 CMR 20.01(10)(a) requires licensees to adhere to the provisions of the National Association of Social Workers ("NASW") Code of Ethics in social work practice. The NASW Code of Ethics Section 1.05 outlines specific principles and national standards for cultural competence required for all licensed social workers. Specifically, NASW Code of Ethics Section 1.05(b) requires that "[s]ocial workers should demonstrate knowledge that guides practice with clients of various cultures and be able to demonstrate skills in the provision of culturally informed services that empower marginalized individuals and groups. Social workers must take action against oppression, racism, discrimination, and inequities, and acknowledge personal privilege."

Additionally, Section 1.05(d) provides that "[s]ocial workers should obtain education about and demonstrate understanding of the nature of social diversity and oppression with respect to race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, and mental or physical ability."

258 CMR 31.00, *et. seq.* requires all social workers licensed by the Board to obtain CE as a condition for renewal of their licenses and establishes criteria for acceptable CE programs.

Policy:

The Board voted at its meeting on September 28, 2021 to adopt the following policy:

Licensees must complete the following CE each licensing cycle:

1. two (2) CE hours in **anti-racism** with a focus on oppression, and

2. one (1) CE hour in **anti-discrimination**, addressing oppression because of ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, and/or mental or physical ability.

These CEs do not increase the total number of CEs required by the Board each licensing cycle and should be included within that number. All other provisions of 258 CMR 31.00, *et. seq.* remain in effect, including the exemption for certain state, county, or municipal social workers at 258 CMR 31.03(2), the proration of CEs at 258 CMR 31.03(3), and the criteria for approval of CE programs at 258 CMR 31.04.

Pursuant to 258 CMR 31.05(1), each licensed social worker “shall maintain a written record of all continuing education courses or programs and/or approved individual continuing education activities they have completed for a period of not less than two consecutive licensure periods, inclusive of the licensure period during which the course, program or activity was completed.” It is the responsibility of licensees to ensure that this written record includes two (2) CE hours in anti-racism and one (1) CE hour in anti-discrimination meeting the criteria above.

The Board will not pre-approve specific courses as meeting the requirements of this policy, and each social worker is responsible for determining whether a course is acceptable under this policy and 258 CMR 31.04. A social worker should be prepared to demonstrate how the courses taken fulfill the anti-racism and anti-discrimination CE requirements if audited. Individual education activities under 258 CMR 31.04(4) may qualify, but the Board only will determine whether an individual education activity is acceptable CE and not whether it satisfies this policy.

All licensees who renew their licenses on or after September 28, 2023 are subject to this policy, meaning that, beginning on September 28, 2023, all licensees who renew their licenses must have completed the anti-racism and anti-discrimination CEs described above.

Authority: M.G.L. Chapter 13, Section 84; 258 CMR 20.00 *et. seq.*, 258 CMR 31.00, *et. seq.*