#MacroSW Transcript

Healthcare social media transcript of the #MacroSW hashtag.


See #MacroSW Influencers/Analytics.

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Tarn Foerg @FoergTarn
@ChamplainSW @ChamplainEdu proud to fill the VT Statehouse today with emerging social work, criminal justice & environmental policy leaders #ElevateSocialWork #MacroSW https://t.co/AnqOHNXZv2

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Stephen Cummings LISW 💡 🌐 @spcummings
I'm going to be just a few minutes late to #MacroSW chat but I'll be there! https://t.co/qwZRifLZb5

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Rachel L. West @poliSW
#MacroSW starts in 5 minutes. Join me to chat about systems advocacy.

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#MacroSW Moderator @OfficialMacroSW
Hello everyone. 5 minutes until the #MacroSW chat begins! https://t.co/TGrNr4D4k2

---

#MacroSW Moderator @OfficialMacroSW
RT @AlyssaLotmore: Who doesn't love talking about social action & system advocacy. Come on now, Change Makers... admit you love discussing...

---

tayjaramillo @tayjaramillo2
#MacroSW excited for tonight's chat!
Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @AlyssaLotmore: Who doesn't love talking about social action & system advocacy. Come on now, Change Makers... admit you love discussing...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
@karenzgoda #macrosw IS my self-care. Is that bad?

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @SocialWorkItOut: "Macro #SocialWork attempts to turn private troubles into public issues... For example, until the 1970s, #DomesticViol...

Rachel L. West @poliSW
Welcome. Our topic tonight is Social Action & Systems Advocacy. It will focus on advocacy in the workplace. #MacroSW

Kelsey Boyle 🌶️ @KelseyBoyleSW
Hi! My name is Kelsey and I'm a 1st year MSW student at Cal State University Dominguez Hills. Thanks for having me; I look forward to the chat #CSUDHmsw501 #macrosw

bbradt @brooke72562781
Hi everyone! This is Brooke, MSW student from UB! #MacroSW

Rachel L. West @poliSW
Before we jump in let's take 5 min. For roll call. Please introduce yourself. #MacroSW

donald rohrman @DonaldRohrman
Don MSW Student Millersville #macrosw
#MacroSW Moderator @OfficialMacroSW

RT @poliSW: Welcome. Our topic tonight is Social Action & Systems Advocacy. It will focus on advocacy in the workplace. #MacroSW

an hour ago

#MacroSW Moderator

@poliSW

@brooke72562781 Hi Brooke! #MacroSW

an hour ago

#MacroSW

Rachel L. West @poliSW

Reminder: included the hashtag #MacroSW in all your tweets and replies. #MacroSW

an hour ago

Rachel L. West

@poliSW

@tayjaramillo2

@brooke72562781 Hi Brooke! #MacroSW

an hour ago

#MacroSW

emily @emcoh_

hi everyone, my name is Emily and I’m a third year BSW student at the University of Alaska Fairbanks! #MacroSW

an hour ago

emily

@emcoh_

emily

@emcoh_

#MacroSW

#MacroSW

Adrienne Garr 🎊 @mizzpicklezz

RT @AlyssaLotmore: Who doesn’t love talking about social action & system advocacy. Come on now, Change Makers... admit you love discussing...

an hour ago

Adrienne Garr 🎊

@mizzpicklezz

@mizzpicklezz

#MacroSW

Deisy Almodovar @deisy_almodovar

Hi everyone! My name is Deisy! 1st year MSW student at CSUDH #MacroSW #CSUDHmsw501

an hour ago

Deisy Almodovar

deisy_almodovar

deisy_almodovar

#MacroSW

#MacroSW

tayjaramillo @tayjaramillo2

Hi everyone! This is Taylor, MSW student from UB! #MacroSW

an hour ago

tayjaramillo

tayjaramillo2

tayjaramillo2

#MacroSW

#MacroSW

Rachel L. West @poliSW

I’m a founding chat partner. I’m also an advocacy and community outreach consultant. I’m currently in my 2nd term as one of @acosaorg North East Reps. #MacroSW

an hour ago

Rachel L. West

@poliSW

#MacroSW

#MacroSW
Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @poliSW: Welcome. Our topic tonight is Social Action & Systems Advocacy. It will focus on advocacy in the workplace. #MacroSW

Lindsey Kuipers @@liswier
Hi! I'm Lindsey, a BSW student from Northwestern College. Excited to hear everyone's thoughts tonight! #macrosw

Richard Boyer @Richard_G_Boyer
RT @poliSW: Welcome. Our topic tonight is Social Action & Systems Advocacy. It will focus on advocacy in the workplace. #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
@poliSW Thanks for hosting @polisw! #macrosw

Kemt @Kemt45669330
@poliSW @OfficialMacroSW Looking forward to the discussion tonight. Erika from Millersville U #Macrosw

Rachel L. West @poliSW
Shout out to the other #MacroSW partners: @karenzgoda @SunyaFolayan @porndughter @VilissaThompson @spcummings #MacroSW

Abby Vander Laan @abby_vanderlaan
Hi everyone! My name is Abby, and I am a sophomore BSW at Northwestern College in Orange City Iowa! #macrosw

Rachel L. West @poliSW
I also want to thank our chat contributors Alyssa Lotmore @AlyssaLotmore, @acosaorg (Zane May @PraxisPod), @ubssw. #MacroSW
Deana Ayers @DeanaJAyers
I'm Deana Ayers! Getting my BSW at the University of North Texas #MacroSW https://t.co/CrordZjm22

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
@nancykusmaul, asst professor @umbc @mdsocialwork, @ubssw alum. #macrosw

Richard Boyer @Richard_G_Boyer
@poliSW @Richard_G_Boyer from Millersville University MSW-Pennsylvania #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @poliSW: I'm a founding chat partner. I'm also an advocacy and community outreach consultant. I'm currently in my 2nd term as one of @ac...

🎉 Adrienne Garr 🎉 @mizzpicklezz
@poliSW Hi I'm Adrienne aka @mizzpicklezz. I'm a 2017 #UBSSW alum. I work as a Program Coordinator for a local nonprofit. I'm glad to be here this week. #MacroSW

Vilissa Thompson @VilissaThompson
RT @poliSW: Welcome. Our topic tonight is Social Action & Systems Advocacy. It will focus on advocacy in the workplace. #MacroSW

ErinSkala @SkalaErin
@poliSW Erin here from Champlain College in Burlington VT. This is my first Twitter experience and I am so happy to join you all. #macrosw

bbradt @brooke72562781
@tayjaramillo2 Hey! #MacroSW
maqube reese @plantingseeds13
Ready #MacroSW https://t.co/oduKqzKGK1

an hour ago

mariahsocwork @mariahsocwork
Hey! I’m Mariah, a BSW student from Northwestern College!
#MacroSW

an hour ago

Jenna Graeff @GraeffJenna
Jenna part-time MSW student at Millersville University in Lancaster, PA #MacroSW

an hour ago

#MacroSW Moderator @OfficialMacroSW
Hello to all the students attending. Welcome! #MacroSW

an hour ago

Caitlin Hoover @caitlanne
Hi I’m Caitlin, MSW student from Millersville University in PA #macrosw

an hour ago

ITTIC @UBittic
Hi Everyone! I'm Vanessa, MSW Intern representing ITTIC !
#macrosw

an hour ago

Rachel L. West @poliSW
If you haven’t please support #MacroSW on Patreon. Your support enables us to expand our work and continue the chats. https://t.co/GzRhFXPCJ6. #MacroSW

an hour ago

K Walker @KWalker64555742
@poliSW My name is Karan MSW student attending University at Buffalo, Buffalo, NY.#MacroSW

an hour ago

👑 Adrienne Garr👑 @mizzpicklezz
@DeanaJAyers #MacroSW 😊 https://t.co/aZzyjRqMZm

an hour ago
Rachel L. West @poliSW
If you aren’t in a position to become a patron please support #MacroSW by retweeting the link https://t.co/GzRhFXPCJ6. #MacroSW

Richard Boyer @Richard_G_Boyer
RT @poliSW: If you haven’t please support #MacroSW on Patreon. Your support enables us to expand our work and continue the chats. https://t...

LolaLeu @lola_leu
Good evening everyone, I’m Bee from UB! #MacroSW

RyphamMu @RyphamMu
Ryan. Msw/MSEM. Millersville university. #MacroSW

Rachel L. West @poliSW
Let’s start the chat.#MacroSW

Amanda Augustine @aaugustineUB
@poliSW Hi!! I’m Amanda, I’m a first year student in UB’s MSW Program. Ready and excited for tonight’s chat!!! #MacroSW https://t.co/APlmJnj69N

Charla Cannon Yearwood @CharlaYearwood
Following along to #MacroSW but multitasking with @Vol_Hoops

Jess Rapp @JessRapp1
RT @poliSW: If you aren’t in a position to become a patron please support #MacroSW by retweeting the link https://t.co/GzRhFXPCJ6. #Macro...
Vilissa Thompson @VilissaThompson
RT @poliSW: If you aren’t in a position to become a patron please support #MacroSW by retweeting the link https://t.co/GzRhFXPCJ6. #Macro...

Kelsey Boyle 🍯 @KelseyBoyleSW
RT @poliSW: If you aren’t in a position to become a patron please support #MacroSW by retweeting the link https://t.co/GzRhFXPCJ6. #Macro...

Gabrielle @gabriellefas
@poliSW I’m Gabrielle, social worker on Long Island working in homeless housing policy and ffs clinician at community mental health clinic. Also former student of Rachel West! #MacroSW

#MacroSW Moderator @OfficialMacroSW
Hello and this is @porndauughter on the official handle tonight. I work at @ColumbiaSSW in field ed, marketing professional, and writer. #MacroSW

#MacroSW Moderator @OfficialMacroSW
RT @poliSW: If you aren’t in a position to become a patron please support #MacroSW by retweeting the link https://t.co/GzRhFXPCJ6. #Macro...

Gabrielle @gabriellefas
RT @poliSW: If you aren’t in a position to become a patron please support #MacroSW by retweeting the link https://t.co/GzRhFXPCJ6. #Macro...

👑 Adrienne Garr👑 @mizzpicklezz
@aaugustineUB @poliSW Welcome! I am an @UBSSW alum. #GoBulls #MacroSW
Rachel L. West @poliSW
Q1 is coming up. #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
@UBittic Hi Vanessa, nice to meet you! I'm a @UBittic affiliate, focusing on trauma-informed care in elder care and long term care. #macrosw

Kylie Bradley-Moreschi @kylie44164448
Advocacy and community outreach are my favorite! Kylie, MSW Student from Millersville University. #MacroSW

maqube reese @plantingseeds13
#MacroSW

Amanda Augustine @aaugustineUB
RT @mizzpicklezz: @aaugustineUB @poliSW Welcome! I am an @UBSSW alum. #GoBulls #MacroSW

Rachel L. West @poliSW
As mentioned above this chat will focus on advocacy in the workplace. #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @OfficialMacroSW: Hello and this is @porndauuter on the official handle tonight. I work at @ColumbiaSSW in field ed, marketing professi...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @aaugustineUB: @poliSW Hi!! I’m Amanda, I’m a first year student in UB’s MSW Program. Ready and excited for tonight’s chat!!! #MacroSW h...
Jenna Graeff @GraeffJenna

RT @poliSW: If you aren’t in a position to become a patron please support #MacroSW by retweeting the link https://t.co/GzRhFXPCJ6. #Macro...

Rachel L. West @poliSW

Q1: Do social workers have a responsibility to advocate for change within their organizations? #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul

RT @poliSW: As mentioned above this chat will focus on advocacy in the workplace. #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul

RT @mizzpicklezz: @aaugustineUB @poliSW Welcome! I am an @UBSSW alum. #GoBulls #MacroSW

Richard Boyer @Richard_G_Boyer

@poliSW A1. Yes, very much so. Successful implementation of change can create an extreme competitive advantage which results in better organization performance and improved client experience. #MacroSW

#MacroSW Moderator @OfficialMacroSW

RT @poliSW: Q1: Do social workers have a responsibility to advocate for change within their organizations? #MacroSW

maqube reese @plantingseeds13

@OfficialMacroSW Hi! Happy to be here, I attend IUPUI School of Social Work. I am in my second year on the part-time online track. Ready to discuss #MacroSW

Ally Pettit @ally_pettit17

@mariahsocwork Hi Mariah! me too! #MacroSW

Stephen Cummings LISW 🍪 ‍♂️ @spcummings  
Good evening #MacroSW! I’m @spcummings, clinical assistant professor at @UISchoolofSW and #macroSW.  
https://t.co/oZNUpAAD6a

Donald Rohrman @DonaldRohrman  
Q1: social workers do have a responsibility to advocate for change within their organizations wherever change is needed #macrosw

Kelsey Boyle 🔥🍯 @KelseyBoyleSW  
A1: Yes! If they’re not, I don’t think they’re acting in accordance with social work values. We have unique experiences and knowledge, along with a nuanced mindset. It is our duty to use these attributes to make change in the workplace to fight for equity. #CSUDHmsw501 #macrosw

Tay Jaramillo @tayjaramillo2  
@poliSW It would seem like social work ethics call social workers to advocate for their clients in a way that includes their own workplaces and policies #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul  
A1: Social workers have a responsibility to ensure their agencies operate from #socialjustice principles and to advocate in cases when they’re not. But they don’t automatically need to advocate if policies are already just. #macrosw

ITTIC @UBittic  
A1: ITTIC https://t.co/YEeTZJf5Ns and TICI of WNY  
https://t.co/a1Z3E4EVA4 provide organizations with assessment, evaluations and education on how to advocate and implement trauma informed care into their organizations. #macrosw
Kadence Feininger @KadenceFeining1
@mariahsocwork @ally_pettit17 Hi!! Me too!! #MacroSW

Charla Cannon Yearwood @CharlaYearwood
@poliSW Q1: Advocate for change everywhere #MacroSW
https://t.co/KILrhAKA3T

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @tayjaramillo2: @poliSW It would seem like social work ethics
call social workers to advocate for their clients in a way that
includes t...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @KelseyBoyleSW: A1: Yes! If they’re not, I don’t think they’re
acting in accordance with social work values. We have unique
experiences...

Jaclyn P @JaclynP19
A1: Social workers absolutely have the responsibility to advocate
for change within their organizations. Stepping to the side and
working with the “status quo” is not how change is going to occur.
It only takes one person to begin the process of social change
#MacroSW

Nikkia Spencer @NikkiaTaShawn11
Nikkia from @UBSSW #MacroSW maternal and child mental health
are my main interests. Super excited for this chat tonight!

Abby Vander Laan @abby_vanderlaan
A1: Social workers definitely have a responsibility to advocate for
change within their own organizations. This is the organization
that they are most familiar with and can understand what needs
to change the most #macrosw
Anna Kerf @anna_kerf  
Yes, of course. There is always room for improvement and growth in every organization, so I believe that social workers need to constantly advocate for that positive growth and change within their orgs. #macrosw

Nancy Kusmaul, PhD, MSW @nancy_kusmaul @spcummins @UISchoolofSW Hi Stephen! #macrosw

#MacroSW Moderator @OfficialMacroSW
RT @nancy_kusmaul: A1: Social workers have a responsibility to ensure their agencies operate from #socialjustice principles and to advocate...

Charla Cannon Yearwood @CharlaYearwood
Hey girl hey! #MacroSW

K Walker @KWalker64555742 @poliSW A1: Yes, SW do have a responsibility to advocate in any area & all areas where lack of change affects lives negatively. #MacroSW

Caitlin Redmond @CaitlinRedmon11 @poliSW Social workers have a responsibility to advocate at the micro, mezzo and macro levels; including their own organizations. This could be especially helpful if the social worker is in a host setting. #MacroSW

🎶 Adrienne Garr🎶 @mizzpicklezz @poliSW A1. SWs absolutely have an ethical duty to advocate within the organizations they work for. The skill is doing it in a way that will not result in termination 😊 some orgs are change resistant #MacroSW
Nancy Kusmaul, PhD, MSW @nancy_kusmaul

RT @JaclynP19: A1: Social workers absolutely have the responsibility to advocate for change within their organizations. Stepping to the sid...

an hour ago

Ally Pettit @ally_pettit17

@poliSW A1. Yes, we try to empower our clients to advocate for themselves so we need to practice what we preach! Plus if we advocate as well, we can better understand what we are asking our clients to do #MacroSW

an hour ago

mariahsocwork @mariahsocwork

@poliSW Absolutely! No matter what position and/or ranking one might be in, it can still be your responsibility to advocate for a change, or at the very least mention something to your supervisor! As social workers, I believe we are called to be advocates no matter what #macrosw

an hour ago

Rachel L. West @poliSW

NASW COE: 3. Social Workers' Ethical Responsibilities in Practice Settings. 3.07 Administration https://t.co/Ga8bUQ86tl #MacroSW

an hour ago

Vilissa Thompson @VilissaThompson

Hey y'all! Popping in on the last Thursday of Social Work Month! Glad to see the folks joining in! #MacroSW

an hour ago

Stephen Cummings LISW ☕🎙 @spcummings @nancy_kusmaul @UISchoolofSW Hello, Dr. Kusmaul! #MacroSW

an hour ago

Nancy Kusmaul, PhD, MSW @nancy_kusmaul

RT @UBittic: A1: ITTIC https://t.co/YEeTZJf5Ns and TICI of WNY https://t.co/a1Z3E4EVA4 provide organizations with assessment, evaluations a...

an hour ago
Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @CaitlinRedmon11: @poliSW Social workers have a responsibility to advocate at the micro, mezzo and macro levels; including their own org...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @mizzpicklezz: @poliSW A1. SWs absolutely have an ethical duty to advocate within the organizations they work for. The skill is doing it...

Kylie Bradley-Moreschi @kylie44164448
A1. Absolutely. Our competencies require us to engage in advocacy and policy practice and change at an organizational level. #MacroSW

Jess Rapp @JessRapp1
@poliSW Yes! It's critical for social workers to advocate for change within and outside of their agency when there's a need for change. #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @anna_kerf: Yes, of course. There is always room for improvement and growth in every organization, so I believe that social workers need...

maqube reese @plantingseeds13
Response to Q1: the words; have a responsibility, is too strong and way too much pressure. We can facilitate change in our work enviornment, but it should not feel like a requirement. #MacroSW

Stephen Cummings LISW ☕🎙 @spcummings
RT @poliSW: NASW COE: 3. Social Workers' Ethical Responsibilities in Practice Settings. 3.07 Administration https://t.co/Ga8bUQ86tI #Macro...
LolaLeu @lola_leu
A1: Social workers should use their voices in regard to advocating for change within their organizations. They see/ experience the issues directly #MacroSW

#MacroSW Moderator @OfficialMacroSW
RT @poliSW: NASW COE: 3. Social Workers' Ethical Responsibilities in Practice Settings. 3.07 Administration https://t.co/Ga8bUQ86tl #Macro...

tayjaramillo @tayjaramillo2
RT @poliSW: NASW COE: 3. Social Workers' Ethical Responsibilities in Practice Settings. 3.07 Administration https://t.co/Ga8bUQ86tl #Macro...

Rachel L. West @poliSW
RT @JaclynP19: A1: Social workers absolutely have the responsibility to advocate for change within their organizations. Stepping to the sid...

Nikkia Spencer @NikkiaTaShawn11
@poliSW A1: absolutely! Working in health care, my increasing knowledge of social work has immensely impact my courage to advocate for those who may not be able to themselves. #MacroSW

Jenna Graeff @GraeffJenna
A1: Social Workers absolutely must advocate for organizational changes. We are advocates for social justice and if a policy becomes outdated or we simply see it cause harm, its our responsibility to speak up for research and fact based changes. We’re not like the others #MacroSW
👑 Adrienne Garr @mizzpicklezz
@nancy_kusmaul @spcummings @UISchoolofSW Hey Stephen and Dr. Nancy 🙋 . I'm back this week. Last week I was at @CRISPontheHill in DC. #MacroSW

Kemt @Kemt45669330
@poliSW @OfficialMacroSW A1 Yes Especially within our organizations. Grounded in the Code of Ethics NASW (2018), one of our central principles is to promote social justice. Cause advocacy necessitates us to create social change which includes change within our organizations and communities. #Macrosw

Lindsey Kuipers @liswier #macrosw Q1. Although it might be hard at times, I think it is absolutely necessary to advocate in the work place. One of our foundational values is social justice, and we need to cling to that and be a voice when something isn't right.

Wesley Milligan @wesleyanne56 @poliSW A1: Yes! social workers have the responsibility to advocate for change wherever we see fit. We are equipped with the tools and skills needed so we must use them. #macrosw

Amanda Augustine @aaugustineUB A1: Absolutely!! Social workers have the ability to enact change from the inside! They're more likely to have a better sense of what's going on because they're on the inside and how changes would benefit their clients! #MacroSW

NinaN @NinaN35519745 @poliSW A1. Yes, social workers do have a responsibility to advocate for change in their organization. By doing so it can create a better work environment and improve the services provided to clients as well #Macrosw
Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @lola_leu: A1: Social workers should use their voices in regard to advocating for change within their organizations. They see/experienc...

Richard Boyer @Richard_G_Boyer
@poliSW The difference between what we do and what we are capable of doing would suffice to solve most of the world’s problems. —Mahatma Gandhi #MacroSW

emily @emcoh_
@poliSW A1: yes, as social workers, we have the responsibility to create the positive change we’d like to see #MacroSW

RyphamMu @RyphamMu
@poliSW A1. Yes. Social workers should always pushing their organizations to be at the forefront of the social conversation. #MacroSW

Deana Ayers @DeanaJAyers
A1: Social workers definitely have a responsibility advocate for change. Specifically in non-social work organizations, social workers have a responsibility to advocate for social justice and harm reduction focused policies. #MacroSW

Amanda Augustine @aaugustineUB
@mizzpicklezz @poliSW @UBSSW Thank you for the warm welcome! #GoBulls #MacroSW

Abby Vander Laan @abby_vanderlaan
@KelseyBoyleSW I agree that it is important to fight for equality in our workplaces! Everyone can make a change because everyone has different backgrounds and things they are passionate about #macrosw
Dorlisa Minnick @DorlisaMinnick  an hour ago
RT @aaugustineUB: A1: Absolutely!! Social workers have the ability to enact change from the inside! They're more likely to have a better se...

Rachel L. West @poliSW  an hour ago
RT @GraeffJenna: A1: Social Workers absolutely must advocate for organizational changes. We are advocates for social justice and if a polic...

#MacroSW Moderator @OfficialMacroSW  an hour ago
RT @Richard_G_Boyer: @poliSW The difference between what we do and what we are capable of doing would suffice to solve most of the world’s...

Caitlin Hoover @caitlanne  an hour ago
A1: I think social workers have a responsibility to advocate for change when it’s apparent change could create a better outcome for everyone or if something is unjust for certain people. It isn’t necessarily our place to advocate for change simply to improve what we want #macrosw

Rachel L. West @poliSW  an hour ago
RT @NikkiaTaShawn11: @poliSW A1: absolutely! Working in healthcare, my increasing knowledge of social work has immensely impact my courage...

Kadence Feininger @KadenceFeining1  an hour ago
@poliSW A1. Yes absolutely social workers have a responsibility to advocate for change! As social workers we are supposed to empower our clients to advocate for themselves so we also need to be advocates in our organizations and to be advocates everywhere. #MacroSW
Nikkia Spencer @NikkiaTaShawn11 an hour ago
RT @GraeffJenna: A1: Social Workers absolutely must advocate for organizational changes. We are advocates for social justice and if a polic...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul an hour ago
RT @DeanaJAyers: A1: Social workers definitely have a responsibility advocate for change. Specifically in non-social work organizations, so...

mariahsocwork @mariahsocwork an hour ago
@wesleyanne56 @poliSW I think our social work professors have done a great job of instilling in us the power of advocacy!
#macrosw

Stephen Cummings LISW ☕🎙 @spcummings an hour ago
@mizzpicklezz @nancy_kusmaul @UISchoolofSW @CRISPontheHill
We’ll count your absence as “excused” :) #macrosw
https://t.co/n6YnL1RnV9

Lindsey Kuipers @liswier an hour ago
@ally_pettit17 @poliSW Love this emphasis on doing what we’re asking others to do, Ally! Plus you never know when advocating for yourself might work! ;) #MacroSW

Gabrielle @gabriellefas an hour ago
@poliSW A1. Yes! But responsibility and ability are very different things. Social workers are often forced to weigh competing priorities like need for change and need for paycheck. #MacroSW

tayjaramillo @tayjaramillo2 an hour ago
@poliSW A1: I think this can be difficult though because it can mean causing conflict in your workplace... and especially as a newer social worker #MacroSW
ErinSkala @SkalaErin  an hour ago
RT @poliSW: If you aren’t in a position to become a patron please support #MacroSW by retweeting the link https://t.co/GzRhFXPCJ6. #Macro...

Adrienne Garr @mizzpicklezz  an hour ago
@plantingseeds13 A1. It’s not a responsibility. It’s an ethical duty. It’s a part of the social work code of ethics to advocate on behalf of the individual and communities we serve. #MacroSW

WendyG @WendyJoGraham  an hour ago
RT @poliSW: If you aren’t in a position to become a patron please support #MacroSW by retweeting the link https://t.co/GzRhFXPCJ6. #Macro...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul  an hour ago
RT @caitlanne: A1: I think social workers have a responsibility to advocate for change when it’s apparent change could create a better outc...

Jen Parga @SD_SocialWorker  an hour ago
@poliSW A1. The infrastructure we work in is a part of the system/programs we operate....absolutely advocate for better systems! #MacroSW

bbradt @brooke72562781  an hour ago
A1: As social worker we do have a responsibility to advocate for change and to have a voice for those who often aren’t heard. #macrosw

Nancy Kusmaul, PhD, MSW @nancy_kusmaul  an hour ago
RT @tayjaramillo2: @poliSW A1: I think this can be difficult though because it can mean causing conflict in your workplace... and especiall...
Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @gabriellefas: @poliSW A1. Yes! But responsibility and ability are very different things. Social workers are often forced to weigh compe...

Wesley Milligan @wesleyanne56
@kylie44164448 Exactly! we are fully equipped to advocate for change and our instructors constantly encourage us to do so. #macrosw

Deana Ayers @DeanaJAyers
RT @liswier: #macrosw Q1. Although it might be hard at times, I think it is absolutely necessary to advocate in the work place. One of our...

Rachel L. West @poliSW
Q2: is coming up #MacroSW

Abby Vander Laan @abby_vanderlaan
@GraeffJenna I like that you included fact based changes as part of our responsibility. We need to make sure that what we do change is factual because if it isn't, it will cause more harm than help #macrosw

Lindsey Kuipers @liswier
@abby_vanderlaan @KelseyBoyleSW This is a great thought - we all bring such unique perspectives to the table. We really do need each other, even if it might be in conflict or confrontation. #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @mizzpicklezz: @plantingseeds13 A1. It's not a responsibility. It's an ethical duty. It's a part of the social work code of ethics to ad...
ErinSkala @SkalaErin
RT @Richard_G_Boyer: @poliSW The difference between what we do and what we are capable of doing would suffice to solve most of the world’s...

Adrienne Garr @mizzpicklezz
@gabriellefas @poliSW #MacroSW https://t.co/KycejWo0zh

#MacroSW Moderator @OfficialMacroSW
@tayjaramillo2 @poliSW That is very tough #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @SD_SocialWorker: @poliSW A1. The infrastructure we work in is a part of the system/programs we operate....absolutely advocate for better...

Rachel L. West @poliSW
RT @mizzpicklezz: @plantingseeds13 A1. It's not a responsibility. It's an ethical duty. It's a part of the social work code of ethics to ad...

Dorlisa Minnick @DorlisaMinnick
RT @RyphamMu: @poliSW A1. Yes. Social workers should always pushing their organizations to be at the forefront of the social conversation....

Jen Parga @SD_SocialWorker
@lola_leu Agree! And perhaps differently than our clients or the community we are in. #MacroSW

Dorlisa Minnick @DorlisaMinnick
RT @DeanaJAyers: A1: Social workers definitely have a responsibility advocate for change. Specifically in non-social work organizations, so...
Lindsey Kuipers @liswier
RT @mizzpicklezz: @plantingseeds13 A1. It's not a responsibility. It's an ethical duty. It’s a part of the social work code of ethics to ad...

Rachel L. West @poliSW
Q2: What can be done to give clients/community members decision making power within in organizations? #MacroSW

Kadence Feininger @KadenceFeining1
@wesleyanne56 @poliSW Yes! I love this! Our social work professors at NWC have definitely equipped us with so many skills needed to advocate! #MacroSW

Kristie Holmes @DrKristie
@poliSW Yes, but it can be painful. macrosw

Ally Pettit @ally_pettit17
@tayjaramillo2 @poliSW Thats a good point! seems like if we arent advocating for our workplace that our clients enter we are doing them an injustice #MacroSW

Jenna Graeff @GraeffJenna
RT @gabriellefas: @poliSW A1. Yes! But responsibility and ability are very different things. Social workers are often forced to weigh compe...

#MacroSW Moderator @OfficialMacroSW
RT @poliSW: Q2: What can be done to give clients/community members decision making power within in organizations? #MacroSW
Kemt @Kemt45669330
@Richard_G_Boyer @OfficialMacroSW @poliSW Very nice. Love the quote #macrosw

ITTIC @UBittic
A2: The National Link Coalition is an informal, multidisciplinary, collaborative network of individuals and organizations that focuses on trauma informed care practices. https://t.co/YEeTZJf5Ns #macrosw

Adrienne Garr @mizzpicklezz @abby_vanderlaan @GraeffJenna A1. Making recommendations for process improvement and organizational change based on data is ALWAYS a great way to start #MacroSW

Janet West @Jawst4
RT @poliSW: Q1: Do social workers have a responsibility to advocate for change within their organizations? #MacroSW

Deana Ayers @DeanaJAyers
RT @mizzpicklezz: @plantingseeds13 A1. It's not a responsibility. It's an ethical duty. It's a part of the social work code of ethics to ad...

tayjaramillo @tayjaramillo2 @ally_pettit17 @poliSW Yes, I absolutely agree #MacroSW

Gabrielle @gabriellefas @poliSW A2. Consumer boards that exist as more than just tokenism/place for consumers to vent. These boards must be given true power to participate in feedback process which generates change. #MacroSW
Stephen Cummings LISW ☕🎙@spcummings
A2: we have a Professional Advisory Committee made up of community stakeholders. The key is to meet regularly and have meaningful engagement. #MacroSW

Courtney H. @starblur
RT @DeanaJAYers: A1: Social workers definitely have a responsibility advocate for change. Specifically in non-social work organizations, so...

Wesley Milligan @wesleyanne56 @poliSW
A2: Education is so important. We must strive to educate our clients and empower them to speak for themselves and make decisions. #macrosw

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
A2: Clients and community members should serve in decision making roles like boards of directors or advisory councils. #macrosw

Jaclyn P @JaclynP19
A2 Social workers must understand that all individuals we work with have the right to make their own choices and decisions. Rather than creating a plan for them, we should follow their lead to best meet their goals #MacroSW

K Walker @KWalker64555742 @poliSW
A2: Making a suggestion box available, surveys, host think tank every 3 months. #MacroSW

Rachel L. West @poliSW
RT @spcummings: A2: we have a Professional Advisory Committee made up of community stakeholders. The key is to meet regularly and have mean...
James Bell @ItsJBThree
RT @gabriellefas: @poliSW A2. Consumer boards that exist as more than just tokenism/place for consumers to vent. These boards must be given...

Ally Pettit @ally_pettit17
@Richard_G_Boyer @poliSW I think you are on to something, Richard. What is the power of social capital within decision making? #MacroSW

Kristie Holmes @DrKristie
@mizzpicklezz @plantingseeds13 It's surprising how much goes on behind the scenes to protect the org and it’s funding. The system is set up to self protect. 😞 #MacroSW

Kemt @Kemt45669330
@poliSW @OfficialMacroSW A2 We can help teach, empower & enable clients/communities to organize or create events, such as a protest or strike, or collaborations & educ. sessions to create urgency so those in positions of power will take notice of & then hopefully take action to address & solve. #Macrosw

Babyf8ce @Shalisa_Renee
RT @aaugustineUB: A1: Absolutely!! Social workers have the ability to enact change from the inside! They’re more likely to have a better se...

Babyf8ce @Shalisa_Renee
RT @DeanaJAyers: A1: Social workers definitely have a responsibility advocate for change. Specifically in non-social work organizations, so...
Nancy Kusmaul, PhD, MSW @nancy_kusmaul
A2: In providing services clients should be provided choice in any area that doesn't directly conflict with treatment goals. Things should not be done simply for the convenience of staff. #macrosw

mariahsocwork @mariahsocwork
@poliSW A2. I think it starts by simply being a listening ear and then being an encourager. If they feel heard by us, that may empower them to speak out and be heard by others. #macrosw

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @JaclynP19: A2 Social workers must understand that all individuals we work with have the right to make their own choices and decisions....

tayjaramillo @tayjaramillo2
@poliSW A2: Perhaps holding needs-based assessments or surveying the community and clients for feedback and their needs is a way to involve them in the process #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @spcummings: A2: we have a Professional Advisory Committee made up of community stakeholders. The key is to meet regularly and have mean...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @gabriellefas: @poliSW A2. Consumer boards that exist as more than just tokenism/place for consumers to vent. These boards must be given...

Rachel L. West @poliSW
RT @nancy_kusmaul: A2: Clients and community members should serve in decision making roles like boards of directors or advisory councils. #...
Courtney H. @starblur
RT @RyphamMu: @poliSW A1. Yes. Social workers should always pushing their organizations to be at the forefront of the social conversation.

@poliSW A2. Listening to their needs, ensuring that as social workers we are partnering and collaborating with whom we serve #MacroSW

#MacroSW Moderator @OfficialMacroSW
RT @nancy_kusmaul: A2: In providing services clients should be provided choice in any area that doesn't directly conflict with treatment go...

Jennifer @JustJenie
@poliSW A2: empowering the client and letting them know their voice is power. Their story needs to be heard and is important. All in all, educating the client and letting them know what their rights are. #MacroSW

Charla Cannon Yearwood @CharlaYearwood
@poliSW A2. Board seats #MacroSW

Nikkia Spencer @NikkiTaShawn11
@poliSW A2: my organization provides surveys for patients after their visit/service. These should include options for them to voice their opinions on topics not initially presented. Trauma-informed care is a major issue and should take priority. #MacroSW
Deana Ayers @DeanaJAYers
A2: Doing surveys and hosting townhalls and forums are great ways of getting community members voices heard. After that the organization should reach out and put the most vocal and passionate community members into decision-making positions on boards, committees, etc #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @mizzpicklez: @poliSW A2. Listening to their needs, ensuring that as social workers we are partnering and collaborating with whom we se...

Abby Vander Laan @abby_vanderlaan
A2: I think the best way we can empower our clients to create change is by first show them that it is possible to create change in every situation. Even small changes can sometimes make the most impact #macrosw

donald rohrman @DonaldRohrman
The role of the social worker should be to act as a partner and empower decision makers with the information and resources to take autonomous action #macrosw

Ally Pettit @ally_pettit17
@wesleyanne56 @poliSW Yes! Advocacy is not the social worker speaking up for someone but empowering them to speak up for themselves! That is redistributing power #MacroSW

Amanda Augustine @aaugustineUB
A2: Collaboration! Talk to clients, find out what they think is helpful or working well versus what they think might be improved or changed! Partnering with clients, the ones directly impacted by the decisions being made, is one way to help level the power differences! #MacroSW
tayjaramillo @tayjaramillo2
RT @mizzpicklezz: @poliSW A2. Listening to their needs, ensuring that as social workers we are partnering and collaborating with whom we se...

Jen Parga @SD_SocialWorker @wesleyanne56 @poliSW A2. Input/voice whatever your org calls it. Be intentional and authentic about client input/voice. Don’t just listen, respond and incorporate. #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul RT @NikkiaTaShawn11: @poliSW A2: my organization provides surveys for patients after their visit/service. These should include options for...

Deisy Almodovar @deisy_almodovar A2: Encouraging them to voice what they want and need #macrosw

Kadence Feininger @KadenceFeining1 @poliSW A2. I think as social workers we must strive to empower our clients and communities to use their voice within organizations! Empower them to get involved and to speak up! #MacroSW

Nikkia Spencer @NikkiaTaShawn11 RT @wesleyanne56: @poliSW A2: Education is so important. We must strive to educate our clients and empower them to speak for themselves and...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul RT @DonaldRohrman: The role of the social worker should be to act as a partner and empower decision makers with the information and resourc...
#MacroSW Moderator @OfficialMacroSW
RT @NikkiaTaShawn11: @poliSW A2: my organization provides surveys for patients after their visit/service. These should include options for...

@poliSW A2: my organization provides surveys for patients after their visit/service. These should include options for...

mariahsocwork @mariahsocwork
@JaclynP19 I love this! This is reaching in and drawing out the strengths prospective! It’s so important that clients create their own path and then we can walk along side of them. #macrosw

Richard Boyer @Richard_G_Boyer
@poliSW The power is in the people, we just help by giving cardinal direction. #MacroSW

Lindsey Kuipers @liswier
Q2. I think this is incredibly important - that the people within an organization feel like they have a voice. I think forming smaller teams or intentionally scheduling meetings where authentic conversations is the goal #macrosw

Courtney H. @starblur
@poliSW @OfficialMacroSW Literally bring them to the table, create boards/committees/meetings that include them. Do the work. #MacroSW

👑 Adrienne Garr👑 @mizzpicklezz
@poliSW A2 Also including community members in parts of the organization when appropriate. I interned at an agency that had community representation on their human rights committee #MacroSW
CaitlinRedmond @CaitlinRedmon11
@poliSW Use a strengths-based approach to promote empowerment and include clients/community members in on the conversation. Collaborate. #MacroSW

Wesley Milligan @wesleyanne56
@mariahsocwork @poliSW I think this is the foundation of social work! This article shares some stories of how social workers can help to empower and change the lives of individuals through education and empowerment. #macrosw https://t.co/nyHzMypNS2

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @SD_SocialWorker: @wesleyanne56 @poliSW A2. Input/voice whatever your org calls it. Be intentional and authentic about client input/voic...

Jenna Graeff @GraeffJenna
A2: Explain why we ask for feedback. We can give them a clear understanding of the impact of their opinion and experiences with services/organizations. We should empower them to impact others experiences through sharing their own. Direct them to appropriate platforms too #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @aaugustineUB: A2: Collaboration! Talk to clients, find out what they think is helpful or working well versus what they think might be i...

👑 Adrienne Garr👑 @mizzpicklezz
Yup #MacroSW
Amanda Augustine @aaugustineUB  
A2 (cont) : Not only that, but giving clients a voice is one way to empower them and remind them that their opinions matter and are valid. #MacroSW

Elijah @MrElijah  
A2: clients need a place on the board of directors of nonprofits. They need a role that is more than a advisory council which does not make organizational decisions. Have more than one client on the board. #MacroSW

bbradt @brooke72562781  
A2: More agencies need to employ peer support and peer advocates. More agencies need to have social workers in executive positions instead of direct care/front line workers. #macrowsw

Lindsey Kuipers @liswier  
@deisy_almodovar I think this goes hand and hand with our responsibility to empower others to believe they HAVE a voice and their voice matters. #MacroSW

Sunya Folayan @SunyaFolayan  
@poliSW @karenzgoda @porndaughter @VilissaThompson @spcummings Almost forgot...Shouting back at cha! #macrowsw

Kemt @Kemt45669330  
@Richard_G_Boyer @OfficialMacroSW @poliSW short and to the point. Well said. #macrowsw

#MacroSW Moderator @OfficialMacroSW  
RT @brooke72562781: A2: More agencies need to employ peer support and peer advocates. More agencies need to have social workers in execut...
Kadence Feininger @KadenceFeining1
@JustJenie @poliSW Yes!! Empowering the clients and letting them know their IS POWERFUL. This is so key! We definitely need to be telling them their story needs to be heard! #MacroSW

Abby Vander Laan @abby_vanderlaan
@SD_SocialWorker @wesleyanne56 @poliSW It's so important to remember that we must be intentional with everything we do. Clients will learn from us so we need to remember that they are always listening to what we say and do #macrosw

Deana Ayers @DeanaJAyers
RT @starblur: @poliSW @OfficialMacroSW Literally bring them to the table, create boards/committees/meetings that include them. Do the work....

Amanda Augustine @aaugustineUB
Way to emphasize trauma-informed care!! This definitely should take priority. #MacroSW

👑 Adrienne Garr👑 @mizzpicklezz
@GraeffJenna Whenever I give out an evaluation form I explain that whatever response they give us is considered in the development of future programs. #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
@GraeffJenna Also do something with the feedback. Too many organizations ask for clients to put in the hard work of responding and then do nothing, or nothing substantive with it. #macrosw
Anna Kerf @anna_kerf
I agree w/ @spcummings. Enabling meaningful engagement with community members, especially the pop. your org serves, is key. Providing public meetings and forums where community members can share their thoughts and concerns is necessary for an org to operate effectively #macrosw

Lindsey Kuipers @liswier
@wesleyanne56 @mariahsocwork @poliSW This looks like an awesome article, Wesley. #MacroSW

tayjaramillo @tayjaramillo2
RT @brooke72562781: A2: More agencies need to employ peer support and peer advocates. More agencies need to have social workers in execut...

mariahsocwork @mariahsocwork
@liswier Being authentic is key here! I like how you pointed out the importance of smaller groups to better make sure that everyone can have a voice! #macrosw

LolaLeu @lola_leu
A2: Before decision making power is given I believe the underrepresented deserve a platform which allows them to be heard. The organization needs to be more transparent in their practices so that clients and community members are well-informed about the organization #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @anna_kerf: I agree w/ @spcummings. Enabling meaningful engagement with community members, especially the pop. your org serves, is key....
Rachel L. West @poliSW

RT @nancy_kusmaul: @GraeffJenna Also do something with the feedback. Too many organizations ask for clients to put in the hard work of res...

an hour ago

Elijah @MrElijah

A2: organizational policies have to reflect that clients and the community have a place at the decision making table and that their perspective is truly valued. #MacroSW

an hour ago

Rachel L. West @poliSW

Q3: is coming up. #MacroSW

an hour ago

Lindsey Kuipers @liswier

@CaitlinRedmon11 @poliSW This is great. We really do need to make the space for collaboration to take place. We need to intentionally invite others to the table and then be conscious about giving them the mic. #MacroSW

an hour ago

RyphamMu @RyphamMu

@poliSW A2. Person centric therapy sets up clients to be at the center of their care. Strength based perspectives also reinforce the importance of the individual in their care #MacroSW

an hour ago

Richard Boyer @Richard_G_Boyer

@Kemt45669330 @OfficialMacroSW @poliSW Just trying to adhere to my Twitter tag- The challenge with communication is learning to say a lot, by speaking the least, but listening the most. #MacroSW

an hour ago
maqube reese @plantingseeds13
Response Q2: 501(C)3Organizations often have boards, volunteer opportunities. I would welcome clients/community members to join. Or offer a bi/monthly townhall where individuals who have speaking power are stakeholders, clients/community members etc #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @wesleyanne56: @mariahsocwork @poliSW I think this is the foundation of social work! This article shares some stories of how social work...

Amanda Augustine @aaugustineUB
RT @nancy_kusmaul: @GraeffJenna Also do something with the feedback. Too many organizations ask for clients to put in the hard work of res...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @liswier: @CaitlinRedmon11 @poliSW This is great. We really do need to make the space for collaboration to take place. We need to intent...

Kadence Feininger @KadenceFeining1
@Kemt45669330 @poliSW @OfficialMacroSW Teach, empower, & enable clients and our communities, this is so important as Social Workers! #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @MrElijah: A2: organizational polices have to reflect that clients and the community have a place at the decision making table and that...
Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @lola_leu: A2: Before decision making power is given I believe the underrepresented deserve a platform which allows them to be heard. Th...

Caitlin Hoover @caitlanne
A2: Our quality service reviews give our clients the chance to provide comments/feedback about the work we do, which helps us know the areas in which we need change. These reviews also include community members involved in the profession #macrosw

Amanda Augustine @aaugustineUB
@nancy_kusmaul @poliSW @GraeffJenna 100%. It's not just enough to collect the information, something actually has to be done as a result. #MacroSW

Rayvon @Rayvon_BD
@poliSW @OfficialMacroSW Q1: Yes I believe it’s a SW’s responsibility to advocate within their organization. They are given the tools and accepted that responsibility as an advocate #MacroSW

bbradt @brooke72562781
#macrosw https://t.co/3adoz9db2O

Sherene @Sherene07494576
By all means the client should always have the power to make their own decisions. In our practice client have the right to self determination. We should actively listen and have them guide the sessions #macrosw
maqube reese @plantingseeds13
@poliSW Response Q2: 501(C)3 Organizations often have boards, volunteer opportunities. I would welcome clients/community members to join. Or offer a bi/monthly townhall where individuals who have speaking power are stakeholders, clients/community members etc #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @caitlanne: A2: Our quality service reviews give our clients the chance to provide comments/feedback about the work we do, which helps u...

Kadence Feininger @KadenceFeining1
@CaitlinRedmon11 @poliSW Oh I love this! Using a strength-based for clients can definitely empower our clients and community! #MacroSW

👑 Adrienne Garr👑 @mizzpicklezz
@nancy_kusmaul @GraeffJenna Or worse - collect the wrong data, as in data that does not accurately measure the program outcomes based on the criteria of feedback/evaluation forms 😔 #MacroSW

Amanda Augustine @aaugustineUB
RT @RyphamMu: @poliSW A2. Person centric therapy sets up clients to be at the center of their care. Strength based perspectives also reenfo...

Kylie Bradley-Moreschi @kylie44164448
A2. We must allow clients to take the lead on their personal goals and not dictate their lives or what we feel they should strive for. We can empower, advocate, and be their voice, but we must always let the client lead! #MacroSW
Rachel L. West @poliSW
Q3: What strategies/methods can be used to create change or get buy in from the powers that be at an organization? #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @kylie44164448: A2. We must allow clients to take the lead on their personal goals and not dictate their lives or what we feel they shou...

Jaclyn P @JaclynP19
A3 Advocate. For. Self. Care. ☺ This will help improve moral around the office and positively correlate with improved working conditions #MacroSW

Jennifer @JustJenie
@poliSW A1: Yes, it is our duty. Program evaluation is so important. Jane Addams taught us the importance of advocacy! #MacroSW

Kristie Holmes @DrKristie
@poliSW 1. Numbers will improve 2. Something negative will decrease 3. Morale will improve = better productivity #macrosw

NinaN @NinaN35519745
@poliSW A3. Employers can encourage and promote self-care for staff. It is important as social workers that we remember to take care of ourselves and it’s even more important that our employers encourage us to do so. #MacroSw

Lindsey Kuipers @liswier
This Podcast has been really foundational in my development in learning how to "pass the mic" to marginalized people groups. I've benefitted so much for their perspective as I grow in hearing the voices and "giving" a voice to others. #macrosw
Lindsey Kuipers @liswier
Pass the Mic with Jemar Tisby https://t.co/gXzduDe9Wu #MacroSW

#MacroSW Moderator @OfficialMacroSW
RT @poliSW: Q3: What strategies/methods can be used to create change or get buy in from the powers that be at an organization? #MacroSW

bbradt @brooke72562781
A3: Evidence, evidence, evidence! #macrosw

🌟 Adrienne Garr🌟 @mizzpicklezz
@poliSW A3. This is where social workers can practically apply relationship building skills. Having good working relationships with administrators and higher level colleagues can go a long way in driving organizational change forward #MacroSW

donald rohrman @DonaldRohrman
In a perfect world everyone would see the reason in you suggestions 😏. In the real world Quid pro quo sometimes works, as does creating incentives #macrosw

Deana Ayers @DeanaJAyers
A3: One method is having community members in power in these organizations. Outside of that, providing anecdotal evidence and showing them the benefits of making the changes that would benefit the community (grants, positive press, community recognition, etc) #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
A3: Sound policies that require accountability from the entire organization and not just burdensome reporting and paperwork from direct workers and clients #macrosw
K Walker @KWalker64555742  
@poliSW A3: Implement an anonymous monthly evaluation submitted by staff, critiquing everything from coffee room to office culture #MacroSW  

Jennifer @JustJenie  
@poliSW A3: research and data regarding the subject at hand are things that can be used to their buy in. #MacroSW  

Gabrielle @gabriellefas  
@liswier Yes! Pass the mic 🎤 #MacroSW  

Sherene @Sherene07494576  
Q3 advocacy, networking and being a broker. Also, empowered #macrosw  

Nancy Kusmaul, PhD, MSW @nancy_kusmaul  
A3 (part 2): Implementing trauma-informed care, which shares decision making across the population. #macrosw  

Elijah @MrElijah  
A3: Data. The powers that be need to see how their bottom line is impacted by not changing. #MacroSW  

mariahsocwork @mariahsocwork  
https://t.co/gRmC3zkUuL this article seemed to touch on some simply ways one can begin to advocate! #MacroSW  

LolaLeu @lola_leu  
A3: Sometimes change is out of the organizations control. In this instance reviewing policies and policy change is most effective! #MacroSW
Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @mizzpicklezz: @poliSW A3. This is where social workers can practically apply relationship building skills. Having good working relation...

Amanda Augustine @aaugustineUB
A3 (part 1): I've noticed that some higher-ups or board members at agencies can be very stuck in their ways and resistant to change. Many times, these individuals aren't even the ones working with clients directly so it may be harder for them to see the need for change. #MacroSW

Wesley Milligan @wesleyanne56
@poliSW it is so important to build relationships and connections within organizations. People are so much more willing to listen and create change if they know who is advocating. #macrosw

Heather @HVSaysStuff
@poliSW A1: Absolutely! If we notice that a program is missing it's mark, we should start to investigate why and make the necessary changes. We should foster environments that listen to those who work with the clients directly. #Macrosw @OfficialMacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @liswier: This Podcast has been really foundational in my development in learning how to "pass the mic" to marginalized people groups. I...

Sherene @Sherene07494576
Q3. Research too play a vital role. That way our argument can be evidence based. #macrosw
Abby Vander Laan @abby_vanderlaan
A3: Here is a great article that gives examples on how to create change in the workplace! https://t.co/39LZvUoK8T #MacroSW

#MacroSW Moderator @OfficialMacroSW
RT @liswier: This Podcast has been really foundational in my development in learning how to "pass the mic" to marginalized people groups. I...

tayjaramillo @tayjaramillo2
@poliSW A3: To get buy-in, there would have to be a shown need for a particular service. It is also helpful if this ties into the mission of the organization (to avoid mission creep) but also it often helps if it can be shown that the need affects a bottomline $$ #MacroSW

Rachel L. West @poliSW
RT @DeanaJAYers: A3: One method is having community members in power in these organizations. Outside of that, providing anecdotal evidence...

#MacroSW Moderator @OfficialMacroSW
RT @liswier: Pass the Mic with Jemar Tisby https://t.co/gXzduDe9Wu #MacroSW

RyphamMu @RyphamMu
@poliSW A3. Committe formation #MacroSW

ITTIC @UBittic
A3: The University at Buffalo has developed a self-care toolkit for individuals in the field to be mindful of the way they care for themselves, as it impacts their care on those they serve. https://t.co/CbPGSXJWN4 #macrosw
Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @tayjaramillo2: @poliSW A3: To get buy-in, there would have to be a shown need for a particular service. It is also helpful if this ties...

an hour ago

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @abby_vanderlaan: A3: Here is a great article that gives examples on how to create change in the workplace! https://t.co/39LZvOuK8T #mac...

an hour ago

Ally Pettit @ally_petit17
@mizzpicklezz @poliSW Sounds like good networking! #MacroSW

an hour ago

maqube reese @plantingseeds13
Response Q3: I think the best strategy is to organize! #MacroSW

an hour ago

Jen Parga @SD_SocialWorker
@poliSW A3. Tap into their self-interest. Find out what makes them tick. Bottom line? Client satisfaction? Grants? #MacroSW

an hour ago

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @aaugustineUB: A3 (part 1): I've noticed that some higher-ups or board members at agencies can be very stuck in their ways and resistant...

an hour ago

#MacroSW Moderator @OfficialMacroSW
RT @abby_vanderlaan: A3: Here is a great article that gives examples on how to create change in the workplace! https://t.co/39LZvOuK8T #mac...

an hour ago

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @SD_SocialWorker: @poliSW A3. Tap into their self-interest. Find out what makes them tick. Bottom line? Client satisfaction? Grants? #Mac...

an hour ago
Nikkia Spencer @NikkiaTaShawn11  
@poliSW A3: upon realizing the lack of trauma-informed care in my department, I had promising discussions with a few of my colleagues. I contacted both my manager and an HR rep about my proposal for specific trainings regarding the issue. #MacroSW

Amanda Augustine @aaugustineUB  
A3 (part 2): So I think that this kind of relates back to Q1 and Q2. Social workers can advocate for the changes that they think would be the most beneficial and they can also relay information back to higher-ups/board members regarding the results of the surveys. #MacroSW

Rayvon @Rayvon_BD  
@poliSW @OfficialMacroSW Q2: first taking into consideration the decision making capacity. Then creating a comfortable and safe space for people to exercise their power. #MacroSW

#MacroSW Moderator @OfficialMacroSW  
RT @UBittic: A3: The University at Buffalo has developed a self-care toolkit for individuals in the field to be mindful of the way they car...

👑 Adrienne Garr👑 @mizzpicklezz  
@poliSW A3. Building relationships with stake holder in an organization is an exercise in trust. When the stake holders are presented with a presentation and data to show the benefit of a organizational change by their trusted SW colleague change is likely to happen #MacroSW

maqube reese @plantingseeds13  
@poliSW Response Q3: I think the best strategy is to organize! #MacroSW
Charla Cannon Yearwood @CharlaYearwood
@poliSW A3 ➭ #MacroSW

an hour ago

Ally Pettit @ally_pettit17
@SD_SocialWorker @poliSW Yes, speak the language of the people you are talking too, appeal to the. Social workers are flexible but they keep their code of ethics. #MacroSW

an hour ago

Heather @HVSaysStuff
@poliSW A2: Seats on the board. Gather meaningful feedback from clients before, during and after services, not just in grievances. Town hall type meetings with the community to hear what they need/have to say. #macrosw @OfficialMacroSW

an hour ago

Kadence Feininger @KadenceFeining1
@poliSW A3. I think something truly powerful is forming relationships within the organization. You may not always stand face to face on the same views, but by forming relationships, people are more likely to buy in & to understand where you are coming from! #MacroSW

an hour ago

Wesley Milligan @wesleyanne56
@abby_vanderlaan I love how this article talks about creating a shared vision. This is a great way to bring people together and advocate for change. #macrosw

an hour ago

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @aaugustineUB: A3 (part 2):So I think that this kind of relates back to Q1 and Q2. Social workers can advocate for the changes that they...
Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @NikkiaTaShawn11: @poliSW A3: upon realizing the lack of trauma-informed care in my department, I had promising discussions with a few o...

CaitlinRedmond @CaitlinRedmon11
@poliSW Back up your change idea with evidence that this is best practice. Provide evidence of the short-term and/or long-term positive impact it will have on the organization. #MacroSW

Adrienne Garr👑 @mizzpicklezz
@aaugustineUB A3. YES! NPs are all about data driven results and improvements. From policy, programs and internal organizational improvements. It's all data driven #MacroSW

Anna Kerf @anna_kerf
A3: Tackling problems with a team-oriented approach, using evidence-based practices, and evaluating every intervention. Evaluate everything!! #macrosw

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @KadenceFeining1: @poliSW A3. I think something truly powerful is forming relationships within the organization. You may not always stan...

Gabrielle @gabriellefas
A4: Engage in relationship building and try to understand/anticipate why leaders in orgs might be ambivalent/worried about change. This can help you frame your action planning. #MacroSW
Nancy Kusmaul, PhD, MSW @nancy_kusmaul  
RT @anna_kerf: A3: Tackling problems with a team-oriented approach, using evidence-based practices, and evaluating every intervention. Eval...

an hour ago

RT @anna_kerf: A3: Tackling problems with a team-oriented approach, using evidence-based practices, and evaluating every intervention. Eval...

an hour ago

Taylaramillo @taylaramillo2  
RT @mizzpicklezz: @aaugustineUB A3. YES! NPs are all about data driven results and improvements. From policy, programs and internal organiz...

an hour ago

Kadence Feininger @KadenceFeining1  
@ally_petit17 @mizzpicklezz @poliSW Yes it does! Forming relationships can definitely go a long way! #MacroSW

an hour ago

Jenna Graeff @GraeffJenna  
A3: Not reactive but proactive based proposals. Intentional planning. Focused efforts. Researched and vetted ideas. Strategizing. Lapsed time, pondering and discussions with many colleagues. Do your due diligence before it gets to the round table. #MacroSW

an hour ago

Mariahsocwork @mariahsocwork  
@KadenceFeining1 @poliSW Kadence, this is so important! I think we learned this lesson today in our own classes as we discussed different views. #macrosw

an hour ago

Caitlin Hoover @caitlanne  
A3: Those at the top need to see the reason for the change, evidence to back it up, and some proof that it will be sustainable. #macrosw

an hour ago
Abby Vander Laan @abby_vanderlaan @mizzpicklezz @poliSW Building relationships with co-workers and bosses is a great way to lay the groundwork for change. The better you know someone, the greater chance that person will want to support your ideas #macrosw

Kadence Feininger @KadenceFeining1 @mariahsocwork @poliSW Wow so true! Great connection! #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul RT @GraeffJenna: A3: Not reactive but proactive based proposals. Intentional planning. Focused efforts. Researched and vetted ideas. Strate...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul RT @caitlanne: A3: Those at the top need to see the reason for the change, evidence to back it up, and some proof that it will be sustainab...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul RT @abby_vanderlaan: @mizzpicklezz @poliSW Building relationships with co-workers and bosses is a great way to lay the groundwork for chang...

Kemt @Kemt45669330 @poliSW Research, gathering statistics and a solid foundation, create grassroots organizations to create influence. Use any of these upon which to build case for change. #macrosw

Amanda Augustine @aaugustineUB RT @liswier: This Podcast has been really foundational in my development in learning how to "pass the mic" to marginalized people groups. I...
Rachel L. West @poliSW
RT @abby_vanderlaan: @mizzpicklezz @poliSW Building relationships with co-workers and bosses is a great way to lay the groundwork for chang...

Kadence Feininger @KadenceFeining1 @JustJenie @poliSW Having stuff to back up your views can definitely lead to more buy-in! #MacroSW

Lindsey Kuipers @liswier @JaclynP19 Yes and amen! #macroSW

Rachel L. West @poliSW Q4: is coming up. #MacroSW

👑 Adrienne Garr👑 @mizzpicklezz @KadenceFeining1 @ally_pettit17 @poliSW Absolutely. SWs can't lose with our understanding of power dynamics, relationship building and good D A T A.😊 #MacroSW

Heather @HVSaysStuff @poliSW A3: Networking and relationship building. Presenting evidence whether new or long established to back up your "ask". Show them how it will save money and look good to the public. Help them feel connected to the issue. #Macrosw @OfficialMacroSW

Amanda Augustine @aaugustineUB RT @KadenceFeining1: @poliSW A3. I think something truly powerful is forming relationships within the organization. You may not always stan...
Rachel L. West @poliSW
Q4: With regard to improving conditions for staff, what strategies can be implemented? #MacroSW

#MacroSW Moderator @OfficialMacroSW
RT @poliSW: Q4: With regard to improving conditions for staff, what strategies can be implemented? #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @HVSaysStuff: @poliSW A3: Networking and relationship building. Presenting evidence whether new or long established to back up your "ask..."

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @mizzpicklezz: @KadenceFeining1 @ally_pettit17 @poliSW Absolutely. SWs can't lose with our understanding of power dynamics, relationship...

Kadence Feininger @KadenceFeining1
@abby_vanderlaan @mizzpicklezz @poliSW Abby I love the point you make here! The stronger the relationships you form the more likely they will buy-in! #MacroSW

Heather @HVSaysStuff
@nancy_kusmaul @poliSW @GraeffJenna Yes! It's in my learning contract for my internship to examine the client feedback and see what could be improved based on those metrics. I'm curious what that will be like. #macrosw

Richard Boyer @Richard_G_Boyer
@poliSW A4. Develop advocacy expertise, Engage in advocacy, Foster advocacy partnerships. #MacroSW
Abby Vander Laan @abby_vanderlaan  
@JaclynP19 Self care is so important and it is often taken for granted. People want to please others instead of taking care of themselves. If you are not at your best, then everything around you will suffer #macrosw

Lindsey Kuipers @liswier  
Q3 When your team feels more like a family, so much of everything else falls into place. I think organizations need to invest in moral and team building and healthy conversations #macrosw

Kylie Bradley-Moreschi @kylie44164448  
A3. Quality management. Assessing and evaluating disfunction and getting staff on the same page with evidence based practices. #MacroSW

ITTIC @UBittic  
A4: The University at Buffalo has developed a self-care toolkit for individuals in the field to be mindful of the way they care for themselves, as it impacts their care on those they serve. https://t.co/CbPGSXJWN4 #macrosw

tayjaramillo @tayjaramillo2  
@poliSW A4: Executives should solicit feedback from staff, and also create an environment where feedback, change, and self-care are valued! #MacroSW

K Walker @KWalker64555742  
@poliSW A4: Pick the right time to pitch your idea, have updated data that supports & shows benefits of the idea & the disadvantages of not implementing the idea. #MacroSW
Nancy Kusmaul, PhD, MSW @nancy_kusmaul
A4: To improve things for staff we need trauma-informed principles: safety, trustworthiness, choice, collaboration, and empowerment. #traumainformed #macrosw

Ally Pettit @ally_pettit17
@KadenceFeining1 @JustJenie @poliSW Right! We need ethos, pathos, and logos for people to buy into our advocacy for social change in the workplace #MacroSW

tayjaramillo @tayjaramillo2
RT @UBittic: A4: The University at Buffalo has developed a self-care toolkit for individuals in the field to be mindful of the way they car...

Nikkia Spencer @NikkiaTaShawn11
RT @tayjaramillo2: @poliSW A4: Executives should solicit feedback from staff, and also create an environment where feedback, change, and se...

👑 Adrienne Garr👑 @mizzpicklezz
@poliSW A4. Improving conditions for staff depends on the kind of work staff does. I'd say that SWs who are exposed to trauma on a daily basis would benefit from vicarious trauma groups to process #MacroSW

Charla Cannon Yearwood @CharlaYearwood
@poliSW A4: Unionized social workers #macroSW https://t.co/VUe8Rr1nrV

tayjaramillo @tayjaramillo2
RT @nancy_kusmaul: A4: To improve things for staff we need trauma-informed principles: safety, trustworthiness, choice, collaboration, and...
Rayvon @Rayvon_BD  
@poliSW @OfficialMacroSW #MacroSW  
an hour ago

Heather @HVSaysStuff  
@nancy_kusmaul @poliSW I had such a bad experience with an agency who treated my ex-husband & pestered them incessantly that they created a feedback meeting to listen to the friends and family of their clients. It actually lead to change. That felt GREAT! #macrosw  
an hour ago

mariahsocwork @mariahsocwork  
@poliSW A4. I think feedback is critical. You can't know what you are doing or not doing well if you don't ask. Plus, there is always room for improvement. #macrosw  
an hour ago

#MacroSW Moderator @OfficialMacroSW  
RT @abby_vanderlaan: @JaclynP19 Self care is so important and it is often taken for granted. People want to please others instead of taking...  
an hour ago

Dorlisa Minnick @DorlisaMinnick  
RT @nancy_kusmaul: A4: To improve things for staff we need trauma-informed principles: safety, trustworthiness, choice, collaboration, and...  
an hour ago

CaitlinRedmond @CaitlinRedmon11  
@poliSW Look at how your organization is implementing trauma-informed practices. Are there any gaps? #MacroSW  
an hour ago

Elijah @MrElijah  
@nancy_kusmaul Clients and staff need to feel safe. A trauma informed organization is not just for the client. #MacroSW  
an hour ago

Lindsey Kuipers @liswier  
@wesleyanne56 @abby_vanderlaan I also love the shared vision in this. What a powerful task to tackle together and come back to time and time again as weariness and defeat (or even success!) might set in. #macroSW

Adrienne Garr @mizzpicklezz  
@poliSW A4. excellent supervision and genuine support from executive management is critical #MacroSW

Amanda Augustine @aaugustineUB  
A4: The agency I work for has a Quality of Work Life Committee. Their responsibility is to figure out ways to improve conditions and make the agency an overall "better" place to work. They actually take the suggestions they collect and work hard to implement them. #MacroSW

Kadence Feininger @KadenceFeining1  
@mariahsocwork @poliSW This is so true! Asking for feedback is crucial especially if you want to grow in your position! #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul  
RT @mariahsocwork: @poliSW A4. I think feedback is critical. You can’t know what you are doing or not doing well if you don’t ask. Plus, th...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul  
RT @HVSaysStuff: @nancy_kusmaul @poliSW I had such a bad experience with an agency who treated my ex-husband & pestered them incessantly th...
Ally Pettit @ally_pettit17  
@poliSW A4. We have to know what staff want! We should not assume that what we want is what will be best for the workplace as a whole. Talk to others - we are held to value human relationships #MacroSW

LolaLeu @lola_leu  
A4: Weekly or monthly meetings/ trainings should be facilitated. Also, a current and feasible employee manual outlining the expectations, culture and policies within the organization wouldn't hurt either... #MacroSW

Nancy Kusmaul, PhD, MSW @nancy_kusmaul  
RT @aaugustineUB: A4: The agency I work for has a Quality of Work Life Committee. Their responsibility is to figure out ways to improve con...

Nancy Kusmaul, PhD, MSW @nancy_kusmaul  
RT @mizzpicklezz: @poliSW A4. excellent supervision and genuine support from executive management is critical #MacroSW

👑 Adrienne Garr👑 @mizzpicklezz  
@CharlaYearwood @poliSW #MacroSW https://t.co/n8feFrbQFy

Rachel L. West @poliSW  
RT @mizzpicklezz: @poliSW A4. Improving conditions for staff depends on the kind of work staff does. I'd say that SWs who are exposed to tr...

CaitlinRedmond @CaitlinRedmon11  
@tayjaramillo2 @poliSW Yes to fostering an environment where people feel comfortable exchanging information and having an open dialogue! I love this. #MacroSW
Amanda Augustine @aaugustineUB  
A4 (cont.): Also, really important to mention that the committee is made up of actual employees who represent each of the departments at my workplace, so they're very insightful to the changes that could be made to improve conditions. #MacroSW

@tayjaramillo2 @aaugustineUB Wow, what a great idea! #MacroSW

Amanda Augustine @aaugustineUB  
RT @tayjaramillo2: @aaugustineUB Wow, what a great idea! #MacroSW

Elijah @MrElijah  
A4: in many organizations social workers need better and supportive supervision. Social workers also need to feel their work matters and it is connected to a larger mission. #MacroSW

Dorlisa Minnick @DorlisaMinnick  
RT @gabriellefas: A4: Engage in relationship building and try to understand/anticipate why leaders in orgs might be ambivalent/worried about...

Heather @HVSaysStuff @GraeffJenna @poliSW I've been thinking about this recently. I feel like those of us who do micro work are unafraid to speak up within our agencies like this but what are we doing about policies beyond our agencies like laws? I'm guilty of this but want to change. #macrosw

Amanda Augustine @aaugustineUB  
RT @ally_pettit17: @poliSW A4. We have to know what staff want! We should not assume that what we want is what will be best for the workpl...
Caitlin Hoover @caitlanne
A4: It would be really beneficial for employers to acknowledge the secondary traumatic stress many social workers experience and then find ways to help them cope with that. Group supervision is one activity that could make a big difference for staff #macrosw

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @HVSaysStuff: @GraeffJenna @poliSW I've been thinking about this recently. I feel like those of us who do micro work are unafraid to spe...

Kadence Feininger @KadenceFeining1
@poliSW A4. Make sure you are communicating with the staff! What is needed? What can help your staff be their best? Communication is key in the workforce! Get feedback from others! #MacroSW

Jennifer @JustJenie
@poliSW A4: having a biweekly/ monthly check-in between management and staff. Discuss simple self-care plans and checking in with the workers. Maybe even creating a self-care committee. Awards for working on self-care. Work towards an environment that cares about staff. #macroSW

mariahsocwork @mariahsocwork
@ally_pettit17 @poliSW I love this. It always comes back to valuing human relationships, doesn't it? 😊 #macrosw

👑 Adrienne Garr👑 @mizzpicklezz
@poliSW A4. Other strategies include encouraging staff to take their vacation and sick time..also possible: in house spa and staff..a girl can dream right? lol 😊 #MacroSW
Dorlisa Minnick @DorlisaMinnick
44 minutes ago
RT @MrElijah: A4: in many organizations social workers need better and supportive supervision. Social workers also need to feel their work...

ErinSkala @SkalaErin
44 minutes ago
RT @abby_vanderlaan: @JaclynP19 Self care is so important and it is often taken for granted. People want to please others instead of taking...

Courtney H. @starblur
44 minutes ago
RT @poliSW: NASW COE: 3. Social Workers' Ethical Responsibilities in Practice Settings. 3.07 Administration https://t.co/Ga8bUQ86tI #Macro...

Amanda Augustine @aaugustineUB
44 minutes ago
RT @tayjaramillo2: @poliSW A4: Executives should solicit feedback from staff, and also create an environment where feedback, change, and se...

Lindsey Kuipers @liswier
44 minutes ago
@ally_pettit17 @poliSW Our responsibility to the Code of Ethics, particularly the dignity and worth of all human beings, should be just as real inside the workplace as outside the workplace! I think this, too, ties back to you previous thoughts on relationships. SO good. #macroSW

#MacroSW Moderator @OfficialMacroSW
44 minutes ago
RT @aaugustineUB: A4: The agency I work for has a Quality of Work Life Committee. Their responsibility is to figure out ways to improve con...
maqube reese @plantingseeds13
Response to Q3: Establish routine(either weekly, monthly, etc) check-ins with supervisor. #MacroSW

maqube reese @plantingseeds13
@poliSW Response to Q3: Establish routine(either weekly, monthly, etc) check-ins with supervisor. #MacroSW

Lindsey Kuipers @liswier
@tayjaramillo2 @aaugustineUB This is a great idea! And doesn't sound to tedious to implement. #macroSW

bbradt @brooke72562781
A4: #macrosw https://t.co/lDhbLw17rZ

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
So true, especially for social workers in host settings. In 12 years I only had a social worker as a supervisor for three of those. #macrosw

Jennifer @JustJenie
@ally_pettit17 @KadenceFeining1 @poliSW Well said! #macroSW

Jen Parga @SD_SocialWorker
@poliSW A4. Communication is key...knowing how you can, where you can and trusting your voice is being heard. Closing the feedback loop by circling back to those who speak up is important as well. #MacroSW

👑 Adrienne Garr👑 @mizzpicklezz
@caitlanne Group supervision that focuses on the effects of trauma exposure can minimize burn out #MacroSW
Amanda Augustine @aaugustineUB
Especially as someone who is new to the field, supervision is crucial for development. Having that safe space to process any concerns I have or just get some feedback is so helpful! #MacroSW

Deana Ayers @DeanaJAYers
A4: To improve conditions for staff, organizations can consider: paying a living wage, not overworking employees, providing benefits like healthcare, and more #MacroSW

tayjaramillo @tayjaramillo2
@liswier @aaugustineUB Agreed! Ready to email my boss now... LOL #MacroSW

Celebrate Shi @CelebrateShi
@poliSW @OfficialMacroSW Make sure that have a seat at the table any giving them decision making power. Make sure meeting times are when they can meet. #MacroSW

Deana Ayers @DeanaJAYers
RT @CharlaYearwood: @poliSW A4: Unionized social workers #macroSW https://t.co/VUe8Rr1nrV

Nancy Kusmaul, PhD, MSW @nancy_kusmaul
RT @SD_SocialWorker: @poliSW A4. Communication is key...knowing how you can, where you can and trusting your voice is being heard. Closing...

Kadence Feininger @KadenceFeining1
@ally_pettit17 @poliSW For sure! We should never assume what someone else needs! Communication is so important! #MacroSW
Kristie Holmes @DrKristie
@poliSW Ramping up a new employee costs money. If you have a high turnover rate, it's EXPENSIVE. #macrosw
https://t.co/JcpZHjJZT2

Heather @HVSaysStuff
@poliSW A4: Better pay & benefits. Give them vacation and sick time and let or even encourage them use it! Stop preaching about self care but denying us the time to maintain our own wellness! Quality clinical supervision. #Macrosw @OfficialMacroSW

Anna Kerf @anna_kerf
A4: This seems painfully obvious but creating an open, welcoming environment that invites discussion and communication is essential. Implementing consistent, quality, and fun team building activities/events to promote a positive work environment #macrosw

Ally Pettit @ally_pettit17
@poliSW A4. We also can look at what strategies work for other companies. Evidence based practice right? ;) Here's an article about the best qualities in a work place. We can look for gaps and start a movement of change! #MacroSW https://t.co/HNliorzDeU

Rachel L. West @poliSW
The hour is almost up. Please share any final comments or questions you have. #MacroSW

Rachel L. West @poliSW
RT @HVSaysStuff: @poliSW A4: Better pay & benefits. Give them vacation and sick time and let or even encourage them use it! Stop preaching...
Kadence Feininger @KadenceFeining1
A4. In addition to my last tweet! Good communication is powerful in the workplace! "Good Communication Increases Employee Engagement. Gives you tools to better understand the needs and goals of your employees." #MacroSW https://t.co/Pk7NnVPO0r

Heather @HVSaysStuff
@poliSW A4 part 2: The health and efficacy of an agency is directly measureable by the wellness of the workers. If you treat them terribly, overload them with clients, pay them little and make it difficult to take needed time off, you WILL fail. #macrosw @OfficialMacroSW

Abby Vander Laan @abby_vanderlaan
@aaugustineUB Social workers who are new to the profession need an adviser or mentor to help them with problems they may face or even just to be person to help them understand the workplace and environment #macrosw

Lindsey Kuipers @liswier
❄ "March 28 #MacroSW” https://t.co/KJXUpLK0pV

Adrienne Garr @mizzpicklezz
@DeanaJAyers A4. Paying close attention to case load and then ACTUALLY hiring folks to have reasonable ratios for case loads is important. Not so sure who thought a call center model of production was a good idea for social work services..but IT AIN’T #MacroSW

Kelli @KellisGoodSide
For sure! If things are not working, someone needs to suggest a change. #macrosw
#MacroSW Moderator @OfficialMacroSW 40 minutes ago
RT @KadenceFeining1: @poliSW A4. In addition to my last tweet! Good communication is powerful in the workplace! "Good Communication Increa...

#MacroSW Moderator @OfficialMacroSW 40 minutes ago
RT @ally_pettit17: @poliSW A4. We also can look at what strategies work for other companies. Evidence based practice right? ;) Here's an ar...

Jen Parga @SD_SocialWorker 39 minutes ago
RT @HVSaysStuff: @poliSW A4: Better pay & benefits. Give them vacation and sick time and let or even encourage them use it! Stop preaching...

Deana Ayers @DeanaJAyers 39 minutes ago
RT @mizzpicklezz: @DeanaJAyers A4. Paying close attention to case load and then ACTUALLY hiring folks to have reasonable ratios for case lo...

Jennifer @JustJenie 39 minutes ago
@poliSW Great session #macroSW

Celebrate Shi @CelebrateShi 39 minutes ago
@poliSW Encourage self care during work hours. Don’t require the staff to take time just make self a part of organization just like team building. #MacroSW

Amanda Augustine @aaugustineUB 39 minutes ago
@tayjaramillo2 @liswier Their work definitely has an impact! #MacroSW https://t.co/AmlaW1f1X5

https://www.symplur.com/healthcare-hashtags/MacroSW/transcript/?hashtag=MacroSW&fdate=3%2F28%2F2019&shour=17&smin=45&tdate=3%2...
Richard Boyer @Richard_G_Boyer
@poliSW Regarding organization advocacy for change- Senior leadership must champion any new initiative. If someone at the C-suite level is against the new initiative it will likely die a slow and painful death. #MacroSW

mariahsocwork @mariahsocwork
@anna_kerf I agree with you, Anna. It seems like this is unfortunately a lot easier said than done. Do you have any ideas on how organizations could go about this? #macrosw

tayjaramillo @tayjaramillo2
@poliSW This has been a great topic. Thank you! #MacroSW

👑 Adrienne Garr👑 @mizzpicklezz
@liswier thank you😊 #MacroSW https://t.co/uqI9t0eOsE

Amanda Augustine @aaugustineUB
Couldn’t agree more #MacroSW

Rachel L. West @poliSW
RT @CelebrateShi: @poliSW Encourage self care during work hours. Don’t require the staff to take time just make self a part of organization...

Jenna Graeff @GraeffJenna
A4: Supervision, support and to be treated in the same strengths based manner that we provide others. Feeling valued and empowered. Adequate tools in our tool box to feel comfortable doing our jobs. Not constantly looking over our shoulders. Mistakes are learning tools #MacroSW
Rachel L. West @poliSW
Reminder: if you can please join our patreon and/or share the link https://t.co/GzRhFXPCJ6. #MacroSW

Adrienne Garr @mizzpicklezz
#MacroSW

Rachel L. West @poliSW
as always the transcript to this chat will be archived on the blog https://t.co/uPQKtNDb7O. You will also find announcements for upcoming chats there as well. #MacroSW

Celebrate Shi @CelebrateShi
@poliSW Absolutely when necessary. #MacroSW

#MacroSW Moderator @OfficialMacroSW
@mizzpicklezz @liswier You're welcome #MacroSW

tayjaramillo @tayjaramillo2
RT @poliSW: as always the transcript to this chat will be archived on the blog https://t.co/uPQKtNDb7O. You will also find announcements fo...

bbradt @brooke72562781
Thank you for a wonderful discussion! @poliSW #MacroSW

Adrienne Garr @mizzpicklezz
This was a great chat tonight. #MacroSW

Rachel L. West @poliSW
I want to thank my fellow chat partners: @karenzgoda @SunyaFolayan @porndaughter @VilissaThompson @spcummings #MacroSW
Deisy Almodovar @deisy_almodovar
@polisw Thank you! This chat has been great #CSUDHmsw501 #macrosw

Amanda Augustine @aaugustineUB
@poliSW I really enjoyed this week's topic and reading everyone's thoughts and responses to the questions! #MacroSW

Rachel L. West @poliSW
As well as the Chat Contributors: I also want to thank our chat contributors Alyssa Lotmore @AlyssaLotmore, @acosaorg, @ubssw. #MacroSW

Kelsey Boyle 🔥🍯 @KelseyBoyleSW
Thank you so much for the chat. I enjoyed engaging with you all and I'm excited for future chats! #CSUDHmsw501 #macrosw

Rachel L. West @poliSW
Our next chat is 4/4 moderated by @spcummings. Guest expert: Travel Social Work w/ J the Traveling Social Worker(@Travel_MSW) #MacroSW

Rachel L. West @poliSW
Good night. #MacroSW

#MacroSW Moderator @OfficialMacroSW
RT @poliSW: As well as the Chat Contributors: I also want to thank our chat contributors Alyssa Lotmore @AlyssaLotmore, @acosaorg, @ubssw....
Deana Ayers @DeanaJAYers
My big takeaway from this chat was the importance of hearing from all voices in/around an organization, whether that means clients, community members, or staff. Social workers need to advocate for positive social change in all settings. #MacroSW

33 minutes ago

LolaLeu @lola_leu
@poliSW Good night and thank you for a wonder chat! #MacroSW

32 minutes ago

Sunya Folayan @SunyaFolayan
@poliSW @karenzgoda @porndaughter @VilissaThompson @spcummings I really enjoyed this topic. Life is hectic right now in a good way, but stress is stress. Self care is so vitally important for change makers and advocates. This was a great reminder for me to be more mindful in the midst of it all. Great topic overall!#macrosw

31 minutes ago

#MacroSW Moderator @OfficialMacroSW
Goodnight everyone #macrosw https://t.co/j60mdKeVnX

31 minutes ago

Jordan Russell @jruss3333
@poliSW The promotion of self-care is so important with the amount of vicarious trauma social workers experience. Encouraging (and providing resources for) social workers to engage in therapy themselves, in addition to supervision, promotes mental health and reduces burnout! #MacroSW

30 minutes ago

K Walker @KWalker64555742
@poliSW @AlyssaLotmore @acosaorg @UBSSW Thanks for the thought provoking chat.#MacroSW

28 minutes ago
Dorlisa Minnick @DorlisaMinnick
RT @kylie44164448: A2. We must allow clients to take the lead on their personal goals and not dictate their lives or what we feel they shou...

Barbara King @barbarak8924
I was waiting for this chat tonight and missed it... 😞😞😞😞 #macrosw

Babyf8ce @Shalisa_Renee
RT @kylie44164448: A2. We must allow clients to take the lead on their personal goals and not dictate their lives or what we feel they shou...

Christopher Thomas @cdt133
They do! As a profession that centers ethical concerns and responsibilities, social work calls on us to put our code into practice. A well-designed organization is one that promotes the well-being and self-determination of its clients. #macrosw

Christopher Thomas @cdt133
A2: As much as possible, clients and community members should be included in the operation of an organization. Transparency helps. Let people see how decisions are made and invite them to share their insights. #macrosw

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