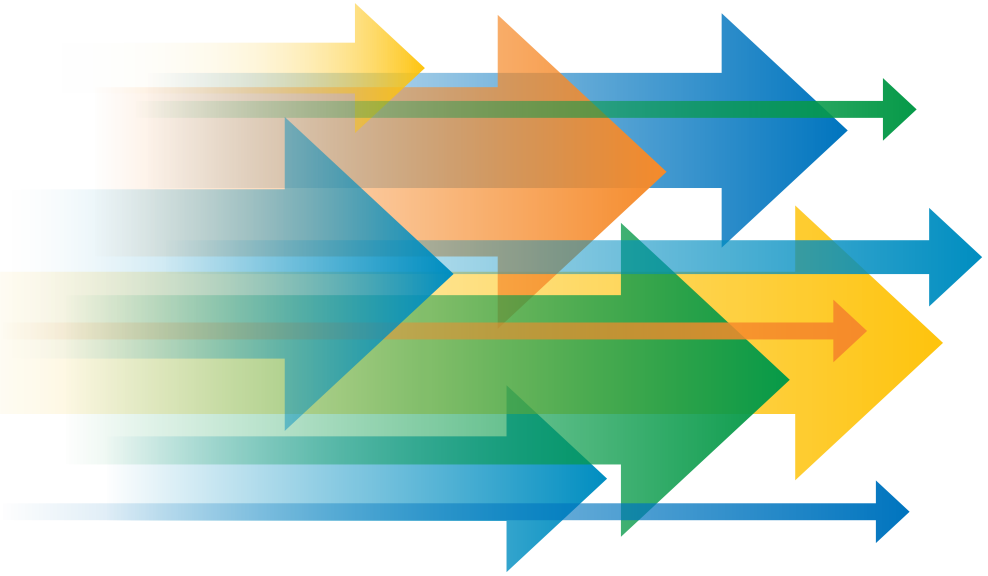




# CHAPTER LEADERSHIP CONFERENCE

February 2-3, 2024

Sheraton Gateway Los Angeles Hotel

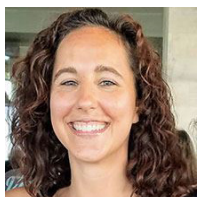


Outstanding Chapter  
Leader Award Recipients  
and  
Chapter Excellence  
Awards Nominees

# Outstanding Chapter Leader Award Recipients

The Outstanding Chapter Leader Award is presented to one member of each chapter for exemplary service, commitment, and contribution made to the chapter. This individual is nominated by their entire chapter board.

CHAPTER	RECIPIENTS
Central Coast	Kimberley A. Richards, LMFT
East Bay	Mary Ann D. Dawkins-Padigela, AMFT
Inland Empire	Garry L. Raley, LMFT
Long Beach/South Bay	Amber L. Tyner, LMFT
Los Angeles	Christina Cacho Sakai, LMFT
Marin County	Katharine C. Spencer, AMFT
Monterey County	Olivia F. Stadler, LMFT
Orange County	Joshua J. Soto, LMFT
Redding Regional	Ashley N. Green, LMFT
Redwood Empire	Tara V. D'Orazio, LMFT
Sacramento Valley	Kindra McCall, AMFT
San Diego North County	Jaclyn Chung, LMFT
San Fernando Valley	Gina Balit, LMFT
San Francisco	Jeanette Hu, AMFT
San Gabriel Valley	Deanna Hudgins, AMFT
Santa Barbara	Claire Blakey, LMFT
Santa Clara Valley	Dominique M. Yarritu, PhD, LMFT
Southwest Riverside County	Jarvis William Johnson, MS, LMFT, LPCC



## **Kim Richards, LMFT - Central Coast Chapter**

Kim is the heart of our chapter, operating with the highest level of commitment in every endeavor she undertakes. Following eight years in the role of secretary for CCC-CAMFT, Kim stepped up to take on the responsibilities of president in 2020. She smoothly brought us through the chaos and changes that 2020 brought to our community and our world, facilitating the transition from in-person to virtual workshops and meetings, making it appear easy. She has a passion for bringing programs to our local community that are relevant and exciting. Kim spearheaded our Chapter's approach to racial injustice in the wake of the murder

of George Floyd, bringing speakers in to foster our personal and professional understanding of diversity and inclusion.

Kim's "can-do" attitude and willingness to give more than 100% has enabled our Chapter to not only stay viable, but to flourish. Kim knows how to connect folks to projects and is quick to praise and express appreciation and gratitude. Our Chapter risked "going dark" over the past several years and Kim was quick to bridge the gap between thought and action, time and time again. She has been instrumental in fostering connections between board members that nurture unity and cohesion and create an environment that is a joy to be a part of. She leads with passion and dedication and is a leader in the truest sense. We have been fortunate to have Kim at the helm of our chapter for many years and are grateful for her service.

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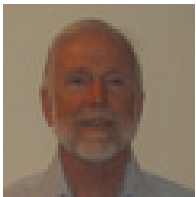


### **Mary Ann Dawkins-Padigela, AMFT - East Bay Chapter**

The Board of Directors of CAMFT's East Bay Chapter is pleased to nominate Mary Ann Dawkins-Padigela for the Outstanding Chapter Leader Award. Mary Ann stepped into the president's position when the previous president was unable to complete her role. She hit the ground running, in spite of all of her other commitments—including a full-time job in a police department as well as a part-time private therapy practice. Mary Ann has led the board with kindness and excellent leadership skills. She has been instrumental in recruiting new chapter board members and reaching out to the community to educate them about our chapter resources and the value of therapy. She has represented our chapter in local community events supporting the BIPOC and LGBTQ+ communities. In addition, Mary Ann has encouraged and helped to maintain a positive culture within the chapter and beyond. Some of the attributes our Board admires about Mary Ann are her ability to lead our chapter through many challenges and changes while keeping calm and empathic, her dedication to ensure our board is diverse and inclusive of everyone, and her commitment to keeping our chapter strong and vibrant. Mary Ann served in the United States Air Force for over 7 years, and she brings that dedication to service to all that she does. We are thrilled to nominate Mary Ann for her outstanding leadership of our Chapter.

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### **Garry L. Raley, LMFT - Inland Empire Chapter**

Garry Raley is an indispensable asset to our chapter, serving in a role that could best be described as a "minister without portfolio." He is involved in myriad aspects of chapter life, embodying the spirit of leadership and commitment that this award seeks to honor.

Garry oversees CEPA (Continuing Education Provider Approval) activities and handles correspondence, ensuring that member inquiries are answered promptly and effectively. He demonstrates initiative by filling gaps as they appear, often taking on tasks that are essential yet not highly visible. For instance, he actively maintains our Wild Apricot website, an essential platform for our members, and is responsible for monitoring attendance at seminars to guarantee that CEPA requirements are met. His extensive history with the chapter provides him with a wealth of historical knowledge, making him a go-to source for contextual and operational insights.

What sets Garry apart is his unassuming leadership style. He steps up to address a wide range of needs without seeking the limelight, contributing significantly to the chapter's long-term success.

His tireless dedication over many years has positioned him as a pillar of our community, whose impact, while not always front and center, is pervasive and profoundly felt.

In summary, Garry Raley embodies exemplary service and commitment, making him the ideal candidate for the Outstanding Chapter Leader Award. His continuous, multifaceted involvement has been a cornerstone in the success of our chapter.

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### **Amber L. Tyner, LMFT - Long Beach/South Bay Chapter**

Amber Tyner has served on the Long Beach-South Bay Chapter for several years as the Director of Programs. The Long Beach South Bay chapter entered the virtual world during the pandemic and the chapter membership decreased significantly. Since COVID-19, the Long Beach/South Bay chapter has remained virtual, and Amber has been a key part in keeping this chapter alive. Our monthly meetings are about one of the only consistent events that have been taking place in the past two years and these monthly presentations would not be possible without Amber.

Amber diligently works on seeking out and booking presenters that will engage our members and keep our monthly meetings active and interesting. Amber has consistently served on the board and has a vast knowledge of all aspects of board management. Amber is a kind and compassionate leader, and this board truly believes she deserves to be recognized. Especially as Amber's career continues to grow outside of this board, Amber still volunteers her time to ensure the chapter continues to develop and thrive.

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### **Christina "Tina" Cacho-Sakai, LMFT - Los Angeles Chapter**

The Los Angeles chapter is honored to nominate Christina "Tina" Cacho-Sakai, LMFT for this year's Outstanding Chapter Leader Award! Tina has been a leader in LA-CAMFT since 2017 as a founding member of the Diversity Committee, where she worked to increase ethnic and racial diversity within LA-CAMFT's membership and leadership. She helped develop initiatives including the Therapist of Color (TOC) Support Group, presentations that highlighted issues that impact underrepresented communities, and outreach to schools and community organizations. Tina became the Diversity Committee Chair in 2020, and was involved in bringing the series of Anti-Racism Roundtables to life, focusing on what LA-CAMFT can do to be an actively and overtly anti-racist community. Under Tina's leadership, the Diversity Committee expanded its reach, creating the Black Therapists Support Group, White Therapists Fighting Racism Group, Therapists of Color Grant Program, and Therapists of Color (TOC) Mentorship Program.

In 2022, Tina's leadership continued to soar as she became President Elect and TOC Mentorship Program Chair. In 2023, Tina led the Board of Directors as our humble, gracious, passionate President, mentoring superb leaders to transition into her previous roles, and helping additional prospective leaders get more involved!

Tina represents LA-CAMFT in a highly personal, professional, warm, and welcoming manner. Her calming presence and thoughtful engagement draw people in. She leads by example and through investing in relationships. Throughout her time, Tina has faithfully led LA-CAMFT to be a better, more inclusive organization breaking down walls of injustice while serving the Los Angeles community!



## **Katharine C. Spencer, AMFT - Marin County Chapter**

The Marin CAMFT Chapter is proud to nominate Katharine Spencer, Director of Pre-Licensed, as Outstanding Chapter Leader. Katharine's dedication and commitment to Marin CAMFT and our membership have been truly exceptional.

Katharine's remarkable leadership has revitalized our community in an impactful way with the re-establishment of the 3000 Hour Club. This initiative has created invaluable opportunities for our Pre-Licensed members to connect, learn, and grow together.

Over the past two years, Katharine has spearheaded near-monthly events for Pre-Licensed members, going above and beyond to foster a sense of belonging and support. With a mix of in-person gatherings and orchestrating engaging zoom meetups, Katharine's leadership has been instrumental in rebuilding our Pre-Licensed community post-pandemic. Under Katharine's guidance, Marin CAMFT has witnessed a resurgence in participation and enthusiasm among Pre-Licensed members, making her a beacon of leadership within our chapter. Her unwavering dedication to fostering a sense of community and support is a testament to her outstanding leadership qualities.

Katharine Spencer's impact on our chapter has been nothing short of remarkable, and her dedication is deserving of the title of Outstanding Chapter Leader. Her passion for nurturing community is inspiring, and we wholeheartedly endorse her nomination for this well-deserved honor.



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## **Olivia F. Stadler, LMFT - Monterey County Chapter**

When the chapter was tasked with nominating an exceptional leader, the choice was clear. Olivia embodies dedication, reliability, and unwavering determination (and as you can see here, she is fierce). Since joining the Monterey Chapter in 2020 as the Hospitality chair, Olivia has proven herself to be an exemplary member and leader.

Throughout the challenges of COVID-19, Olivia remained resolute in her commitment to the chapter's mission. Despite the need to restructure our activities, she went above and beyond to maintain the vibrancy of our community. Olivia hosted numerous welcome Zoom meetings for new members, ensuring that our chapter remains thriving.

Olivia's contributions extended beyond event coordination. She shared her expertise by delivering a captivating Continuing Education presentation on consensual non-monogamy, which was met with enthusiasm and appreciation from our membership. Her willingness to offer valuable insights showcases her commitment to the growth and education of our community.

This year presented an unexpected challenge when our chapter faced the departure of our treasurer. Without hesitation, Olivia stepped into this crucial role, displaying grace and poise under pressure. Her ability to adapt and take on responsibilities during challenging times has been invaluable to the chapter's success.

We consider ourselves incredibly fortunate to have her as a member of our team. We proudly nominate Olivia as an outstanding leader, knowing that her impact on our chapter and the broader community will continue to be both significant and inspiring.



## **Joshua J. Soto, LMFT - Orange County Chapter**

Joshua has been the positive force keeping our chapter strong and keeping it going through several changes these past couple of years. He was instrumental in creating a positive environment. Joshua guides us through daily tactics and operations in our chapter. To name a few, this involves everything from website, to media management, to organizing meetings, and creating operational protocols.

Joshua created presentations for our CE lunches about OCCAMFT and one about being a board member. Joshua has taken on many projects and completed them with knowledge and expertise that no one else had. He is constantly sharing his expertise with other board members. Joshua promotes teamwork and synergy among our board members. Joshua has held multiple offices in his 12 years: Marketing, President Elect, President for 2 years, and currently Past President. We are excited and proud to select Joshua Soto as our Outstanding Chapter Leader.

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## **Ashley N. Green, LMFT - Redding Regional Chapter**

The Redding Chapter board is proud to nominate Ashley Green to receive the award for Outstanding Chapter Leader. Ashley is the president of the Redding chapter and has done an exceptional job in her first year as president. She has excelled in not only leading the board, but has been serving our local therapist community through coordinating monthly events that have taken many hours of planning, emails, and setting up. These events were multiple educational presentations for CE credits from reputable members in our community and a networking event with one of the biggest turnouts. Through Ashley's leadership, attendance at these events has increased.

Ashley has been consistent, reliable, hard-working, and focused on serving our community of therapists. In serving our local therapists well, Ashley is also having a positive impact on the community as a whole. While she has been president of the local chapter, she runs her own private practice where she employs two associates and cares for a caseload of clients. As her board, we have observed how much Ashley cares about her clients, associates, the chapter itself, local therapists, and her community.

Ashley also runs her own farm with her husband and son. Ashley is without a doubt, an outstanding chapter leader. She is a superwoman. We would love for Ashley to be awarded for all the time and energy she has poured into all she has done this year. Thank you for the opportunity to acknowledge and nominate her.

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## **Tara V. D'Orazio, LMFT - Redwood Empire Chapter**

Tara D'Orazio, is an outstanding leader in the Redwood Empire CAMFT Chapter. She served as our 2020 President at the start of the pandemic and kept our ship steady as we pivoted to online meetings. Concerned for the health of our board members, she developed new touchless accounting methods of paying our bills, that still have multiple board member approvals for each built into the process.

Tara founded our Racial and Social Justice Committee in response to the murder of George Floyd. After serving as Past President, she stepped into our Chief Financial Officer position where she currently serves. In October 2021, with the unexpected loss of our Administrative Consultant, Tara stepped up to serve in that role until it could be filled. This loss inspired her to propose a scholarship fund to honor our last two administrative consultants benefiting Prelicensed and newly licensed members, which has been adopted as an active program going into its third year. To date, \$5,000 has been awarded to five deserving members. Tara is a valued board member whose ideas and advice are always measured, thoughtful and sound. We are fortunate and delighted to nominate Tara D’Orazio as our 2024 Outstanding Chapter Leader at RECAMFT!

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### **Kindra McCall, AMFT - Sacramento Valley Chapter**

When there was an unplanned vacancy on the Sacramento Valley chapter’s board in the 3000 Club Chair position, Kindra McCall stepped in right away and bolstered the efforts to serve the needs of our Pre-Licensed members!

Kindra’s tireless dedication to our members is evident in her facilitation of study groups, both online and in person, as Pre-Licensed members manage the stress and academic preparation for the Law and Ethics and Clinical exam. Kindra also facilitated discussions about practicum sites, career goals and objectives, training opportunities, licensure tests, BBS paperwork, and supervision experiences. Kindra worked with our chapter web admin and Social Media Liaison to provide resources for the associates and trainees on our website and on the Facebook and Instagram pages. Kindra has also contacted several local graduate schools to provide them with information about our chapter resources and to invite students to join our chapter of CAMFT.

Kindra ensures that the voice of Pre-Licensed members is heard and incorporated by the Board of Directors.

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### **Jaclyn Chung, LMFT - San Diego North County Chapter**

The San Diego North County CAMFT graciously nominates Jaclyn Chung as an outstanding leader for our chapter. Jaclyn has been an incredibly active Board member of the chapter since 2019. As our Director at Large (Professional Development Chair), Jaclyn, started a private practice, pursued AAMFT Supervisory candidacy, and consistently establishes events for our chapter membership. All while raising (adorable!) twins. The CE events that Jaclyn develops for our chapters have been well-attended, enjoyable, and applicable to our membership. Jaclyn does an amazing job reaching out to speakers to present on topics requested by our membership, as well as new topics that not only support clinical growth, but are also regarded by our membership as interesting. Additionally, Jaclyn supports hosting networking events and events supporting private practice growth.

Jaclyn is a wonderful Board member. She is a member who consistently steps up to support others, joins our meetings with a brilliant smile, and examines the needs of our chapter while providing possible collaborative solutions. Jaclyn always has a wonderful attitude, is present, and is simply a joy to work with. We appreciate Jaclyn so much and could not be as successful of a chapter without her!



## **Gina Balit, LMFT - San Fernando Valley Chapter**

Gina joined SFV-CAMFT in 2015 and immediately became involved in board meetings as a guest, as well as a volunteer for many marketing and advertising duties. She created the chapter's brochures as a mental health resource, translated them into Armenian, and began assisting in email blasts to the community. In 2016, she officially joined the Board and continued her mission to brand and give the chapter a voice—she created the annual, printed member directories and was instrumental in the chapter's new logo. She served as the VP of Marketing for 6 years and was honored to be asked to serve as chapter President. Gina has always been eager to give the chapter and members a voice and to give back to the community that has helped her grow as a person, professional, and leader through the years. Gina also serves on the outreach committee, has served on the sponsorship committee, has been the advertising chair for many years, and enjoys being active in the chapter's hiking group.

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## **Jeanette Hu, AMFT - San Francisco Chapter**

The San Francisco chapter is proud to nominate Jeanette Hu, AMFT for a Chapter Excellence award. As a first year Board member, Jeanette jumped right in and took on two hefty roles. She stepped into heading up our bi-monthly Chapter Newsletter as well as into the role of Programming Chair. Jeanette brought fresh ideas and purpose to our Chapter Newsletter which helped to make it feel more interactive and community-oriented and was received well by Chapter members. Additionally, Jeanette dove into the Programming role and, among others, organized two trainings never before offered by our Chapter that addressed new BBS regulations and topics of member interest. These new training sessions were widely appreciated and enjoyed by members and non-members alike. Jeanette has been a very welcome addition to the Board and has made a significant impact throughout her first year on the San Francisco Board. She is responsive to members, thoughtful and creative with her contributions to the Board and is greatly appreciated and liked by her fellow Board members. We look forward to working with her on future Programming plans and Board projects. Thank you for all of your work to help make the San Francisco chapter stronger!

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## **Deanna Hudgins, AMFT - San Gabriel Valley Chapter**

Deanna came to the attention of our board in 2021 when she was selected as the first Rudy Hayek Honorary Scholarship recipient. This yearly award supports a current student in the field of Marriage and Family Therapy who demonstrates a dedicated spirit of service, civic engagement, and desire to advance our profession. Her passion for service, exemplary work ethic, and extensive list of accomplishments stood out from all the other applicants and before too long, we came to appreciate just how outstanding she is!

Deanna's enthusiasm and support for our SGV Chapter has been much appreciated. She displays that rare combination of talents in both administration and creative problem solving. Deanna joined the Board in 2022 as Membership Co-Chair. She also volunteered to create promotional graphics and post notifications of upcoming events on our Social Media accounts. Deanna has created a much needed out-reach template for contacting our local graduate schools with the goal



of promoting both membership in our Chapter as well as advertising the Scholarship program. As Membership Co-Chair, Deanna has done a wonderful job of analyzing membership data for trends and then making pertinent suggestions for how to support what is working and challenge what is not. Her endlessly creative mind has proven fabulous at coming up with compelling ideas for COVID-safe in-person events to get our members interacting once again. Thank you, Deanna, for your enthusiasm, energy, and cheerful support! The SGV CAMFT Board is proud to nominate you for the 2024 CAMFT Outstanding Chapter Leader Award.

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### **Claire Blakey, LMFT - Santa Barbara Chapter**

Claire has always remained positive, compassionate, and encouraging. Claire supports board members through regular check-ins, always offering to lend a hand. Claire embodies the true essence of a leader in every way. She's been an awesome president, putting efficient systems into place and working to fill roles with dedicated individuals that benefit all of SBCAMFT.

She has worked to modernize board practices and processes, always keeping a pulse on what feels doable for the board and the SBCAMFT members. She is a role model and great mentor for all on the board, inspiring all to step outside of our comfort zones while also taking care of ourselves. Claire is an amazing representative of our values in the community. She is always welcoming, kind, and curious. The Board is nominating Claire for the chapter award because of her exceptional dedication, leadership, and contributions to our organization. She has grown our chapter in the best ways and continues to expand community and connection with efforts to put diversity and inclusion at the forefront. Her warmth and kindness radiate throughout the board, and her strong leadership skills and communication make our board efficient and effective at reaching the MFTs in our area.

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### **Dominique M. Yarritu, PhD, LMFT - Santa Clara Valley Chapter**

The Santa Clara Valley Chapter would like to nominate Dominique Yarritu, PhD, LMFT as Outstanding Chapter Leader. Dominique led our Chapter through challenging times. She recruited board members and hired staff that contributed to the viability of the current board and future boards.

Dominique began the year with her sights on moving the Chapter forward as it continued to increase in-person programs, yet acknowledging that some members preferred online programs. She used the talents of her board members to ensure the success of both formats. She had the Director of Technology support both virtual and hybrid events. She supported the DEI director by sending messages of diversity, equity, and inclusion through social media and email-blasts. She ensured that the Chapter's programs and newsletter continued to support the DEI message throughout the Chapter. Dominique's writing and leadership skills are also shown through her newsletter editorial skills. She worked hard with contributors to create an outstanding newsletter.

Dominique made sure that the Board made long-term changes that would sustain the Chapter's viability and success. She recruited a treasurer, hired a new accountant, and worked to hire a social media expert to make the Chapter fiscally, legally, and technologically stronger; as well as increase the Chapter's visibility in order to increase its membership and recruit new board members.

Her dedication and support have been valuable for SCV-CAMFT. She worked hard with board members to ensure that we were listening, helping, and providing for the needs of the community and its members.

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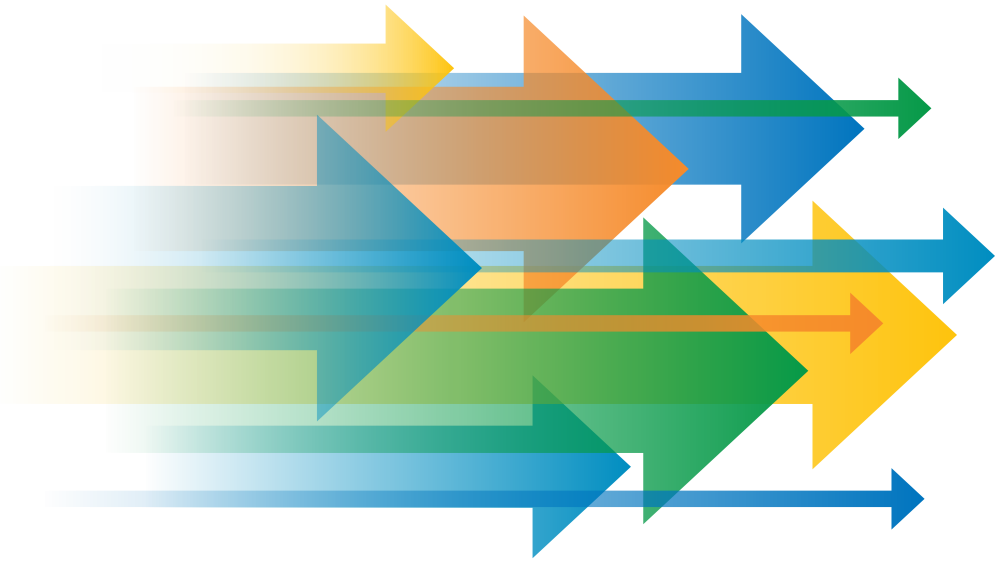


### **Jarvis William Johnson, MS, LMFT, LPCC - Southwest Riverside County Chapter**

Jarvis has been on the Board as the treasurer of the Southwest Riverside County chapter for five years. He is dedicated to CAMFT even when his health has given him a lot of challenges to overcome. Jarvis is irreplaceable and we are honored to have him serve on our board.

Jarvis has been practicing therapy since 1988 at Good Measure Family Counseling Inc. He works with individuals, couples, and families coping with poor communication skills, marital relationship problems, coping skills for stress, and issues of depression and anxiety (general anxiety, specific phobia, panic attacks). Jarvis is a therapist who is a Christian, with a sense of humor, and a good listener to help guide his clients. Jarvis and his wife Joy have lived in the Temecula Valley since 1989 and raised our three children here. We enjoy fellowship, music, hiking, and going on adventures together.

Congratulations to our  
outstanding chapter leaders!



# Chapter Excellence Awards Nominees

The Chapter Excellence Awards are designed to recognize CAMFT Chapters that demonstrate excellence in any of the following categories:

1. Best Board Management
2. Best Community Involvement & Outreach
3. Best Financial Management
4. Best Membership Engagement, Recruitment, and Development
5. Best Program and Events Marketing Practices
6. Diversity, Equity, and Inclusion

CATEGORY	NOMINEES
Best Board Management (101-250 Members)	<b>Long Beach/South Bay Chapter*</b>
Best Board Management (251+ Members)	<b>Los Angeles Chapter*</b>
Best Community Involvement & Outreach (251+ Members)	<b>Santa Barbara Chapter*</b>
Best Financial Management (101-250 Members)	Long Beach/South Bay Chapter
Best Financial Management (251+ Members)	<b>Sacramento Valley Chapter*</b>
Best Membership Engagement, Recruitment, and Development (101-250 Members)	<b>Monterey County Chapter*</b>
Best Membership Engagement, Recruitment, and Development (251+ Members)	<b>San Fernando Valley Chapter*</b> Sacramento Valley Chapter
Best Program and Events Marketing Practices (251+ Members)	<b>Los Angeles Chapter*</b>
Diversity, Equity, and Inclusion (251+ Members)	Los Angeles Chapter (Honorable Mention) <b>Redwood Empire Chapter*</b>

\*Recipient(s) of the award.

## **Best Board Management (101-250 Members) Long Beach/South Bay Chapter**

### **Operational efficiency (e.g., structure of meetings, recordkeeping and distribution of agendas and minutes)**

As the board continues to re-structure, the processes for meetings and record keeping have also continued to undergo updates. This year, our meetings have been structured for efficiency and with events in order of priority. We have also simplified the structure for agendas and minutes to ensure board members include their focus points of interest.

### **Board orientation/onboarding**

Our board has struggled with obtaining volunteer commitments to serve on the board. As such, we continue to seek out qualified mental health professionals who may be willing to serve and have all come together as a board to train and onboard individuals who continue to trickle in throughout the year. Our board is focused on growing the board and creating a community within our small chapter.

### **Board retreats**

As we continue to stabilize and fill our board seats, this board will start to plan board gatherings and retreats. The CAMFT Chapter Leadership Conference will be a great bonding time for the board, and we also plan to host a retreat in June. With our funding being limited, it can be difficult to plan outings, but we are hoping to creatively engage with each other in the next couple of months.

### **Building a collaborative Board of Directors**

The biggest goal we have focused on this year is community. As such, we agreed that every member of the board would participate and collaborate in reviving the chapter. We are centered on the theme of community and are constantly floating ideas for creating time for gathering and networking.

### **Board Diversity**

This one is huge for us. This chapter has changed significantly in the past couple of years. With a focus on DEI, the board is now more diverse than it has ever been. We want to ensure that the board reflects a welcoming presence for everyone. We understand the representation matters and we continue to strive for creating a chapter based on these values.

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## **Best Board Management (251+ Members) Los Angeles Chapter**

### **Operational efficiency (e.g., structure of meetings, recordkeeping and distribution of agendas and minutes)**

- Regularly scheduled monthly Board meetings on the second Friday of the month from 8:30am - 10:30am on Zoom (to ensure accessibility).
- The secretary incorporated the use of Jotform this year to collect RSVP's, agenda items, time frames and other information to assist with organizing the presenters, topics and anticipated time frames one week prior to the Board meeting.
- The finalized Board meeting agenda and Zoom link are emailed out to all Board members and other stakeholders three days prior to the meeting.
- The secretary concurrently updates the agenda throughout the Board meeting, and minutes are stored in the LA-CAMFT collaborative drive through G-suite for all to have access to.

### **Board orientation/onboarding**

- Collecting first-hand detailed role descriptions in order to streamline the onboarding process.
- Provide an overlap of training/mentoring whenever possible from each Board member to their successor.
- Conferring with a presidential cabinet of 3 members: President, President-Elect, Past-President.
- Conferring with the executive board of 5 members: President, President-Elect, Past-President, CFO and Secretary.
- Calls on all past-Presidents for a Presidents meeting when needed for problem-solving difficult Board situations.

### **Board retreats**

- The Presidential Team facilitated the annual in-person Leadership Retreat for current and prospective leaders at the home of a past president to promote comfort and family-style feel.
- During the retreat current and prospective leaders engaged in team building activities, reflection on successes and challenges and set plans and strategies for the future.

### **Building a collaborative Board of Directors**

- Each Board Meeting begins with reviewing Agreements for Multicultural Interactions Adapted from EBMC <https://eastbaymeditation.org/2022/03/agreements-for-multicultural-interactions/>
- President created and shared 2023 overarching goals for the year and invited each board member to share their contribution to the goals.
- President met with each Board member throughout 2023 to increase their sense of belonging within LA-CAMFT leadership, explore their vision for their role within their term, and provide support toward actualizing their improvement plans.
- President spotlighted each board member in monthly Voices Newsletter articles (and advertised on social media) on their history with the chapter, “why” they are leaders, “highlights” from being a leader and “hopes and dreams” for the chapter.
- Members of the board met at one location (a past president’s home) to participate in the CAMFT Leadership Conference (CLC) online.
- The Communications and Marketing Chair created a shared internal Google Calendar with all events and advertisement of events for better organization.
- Members of the board worked together to revamp the LA-CAMFT website to make it more user friendly.

### **Board Recruitment and Retention**

- All 2023 Board of Director positions were filled this year.
- The 2023 Board of Directors consists of 16 members - 10 returning and 6 new.
- President utilized written outreach through Voices newsletter and social media, verbal outreach through announcements at Networking CE events and in-person outreach at Spring Celebration, Summer Picnic and CAMFT Fall Symposium to recruit new leaders.
- The Diversity Committee has proven to be a training ground for becoming a member of the Board of Directors. 6 out of the 16 current board members began their involvement and continue to participate in the Diversity Committee.
- The Nomination Committee engaged in targeted outreach to ensure retention of current Board members and recruitment of new Board members to ensure all positions are filled for the 2024 Ballot.

### **Board Diversity**

- The 2023 Board of Directors consists of 16 members with all identifying as female.

- The 2023 Board of Directors consists of 16 members with 8 identifying as BIPOC.
- The 2023 Board of Directors consists of 16 members with 11 LMFT's, 2 LCSW's and 3 AMFT's.
- Four out of the five last Presidents identify as BIPOC.
- Please meet the current Board of Directors at: <https://lacamft.org/Board-of-Directors-2023>

#### **Other**

- The board approved matching the \$20 CAMFT registration discount for signing up and attending the CAMFT Conference in May to Chapter board members as a way to encourage attendance.
- Continued Board-approved incentive that Board Chair volunteers would have no-cost access to attend the monthly Networking CE events.

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## **Best Community Involvement and Outreach (251+ Members) Santa Barbara Chapter**

### **Involvement with local causes supporting mental health**

- Coordinating a group of SBCAMFT members to attend the annual Santa Barbara Pride festival

### **Development of programs to reach non-members, mental health professionals, and others in the community**

- Hosting 4 CEU events on topics related to the mental health field
- Providing free quarterly "Coffee with SBCAMFT" events to reach all individuals involved in the mental health field, not just those who are members of SBCAMFT. This includes psychiatrists and psychologists, as well as representatives from mental health-based organizations.
- Creating activities in the community, such as a hiking group, to encourage therapists to get outdoors and create a support system with colleagues in the field.

### **Marketing using CAMFT promotional material and other resources**

- Our Quarterly Newsletter highlights all of the remarkable things we've been up to over the past 3 months

### **Partnering with local mental health and wellness organizations**

- Partnering with YouthWell, a local non-profit for adolescents in the Santa Barbara Community
- Receiving sponsorship from Alsana, Mission Harbor Behavioral Health, and Lightfully, all of which provided opportunities to spread information about the services they provide our community.

### **Speaking at school and organizations, for purposes of promoting mental health awareness**

- Speaking and tabling at Pacifica Graduate Institute regarding SBCAMFT, the MFT licensing journey, and ways to get more involved in our therapist community

### **Directory, local referral service, etc. - Specify this is a benefit to non-mental health professionals looking for therapists vs. a benefit to chapter members who want to market themselves**

- E-Tree: Our email service available to SBCAMFT members to be able to spread information across the whole chapter.

## **Best Financial Management (101-250 Members) Long Beach South Bay Chapter**

### **Budgeting, use of resources, planning**

Our Director of Finance has been in the position for several years. She ensures that our budget is easy-to-read, up to date, and ensures that our expenses remain within our limits. She confirms that all events occurring are planned according to budget and financially well-managed.

### **Process for paying dues, automating processes**

As a board, we continue to strive to increase membership. As such, the process for paying dues and paying for CEs has been a priority and we have updated our systems to ensure smooth sailing for all members. The board has hired a company to make all processes for payment streamlined and accessible. This company has allowed for our CE events, credit certificates, and membership payments to be easily completed under one system.

### **Non-dues revenue building- sponsorships**

The board members have been able to secure several sponsorships. The most sponsored event is our in-person event in December. This year, several sponsorships have been secured for the holiday brunch, to ensure we can host a nice event for our members with food, gifts, and a beautiful venue.

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## **Best Financial Management (251+ Members) Sacramento Valley Chapter**

### **Budgeting, use of resources, planning, etc.**

- Under the leadership of our Treasurer, we have reconciled and worked closely within our budget. Financials are presented accurately and thoroughly at every board meeting to ensure transparency and understanding of our chapter's financial position.
- We hold a meeting with the Treasurer, President, and President-elect to work on the proposed budget for the next year. We also involve our program chairs to get input from them about event planning to estimate the income and expenses as closely as possible.

### **Account checks and balances**

- We have maintained our financial practices by having our Treasurer and Bookkeeper provide account checks and balances to ensure the accuracy of transactions.
- By presenting the Income/Expense reports at every board meeting, the board members get an opportunity to monitor the budget closely

### **Process for paying dues, automating processes, etc.**

- We have streamlined our payment processes and increased our automation for paying expenses.
- Whenever possible we have scheduled auto payments to reduce overdue payments and late fees.

### **Non-dues revenue building- sponsorships**

- We successfully obtained several advertisements for the SVC-CAMFT webpage
- We launched a "Donate Now" button on our chapter website to help solicit donations

### **Increase in revenue / Decrease in expenses**

- We are cautious in our spending and are continuously looking for ways to save money and



opportunities to increase revenue to sustain our chapter. For instance, we offered events, in collaboration with other CAMFT chapters, which both reduced expenditures and increased intra-chapter cohesion.

- Under the leadership of our two Program Chairs and team effort from other board members, we provided additional workshops that also helped increase our revenue. We surpassed our budgeted income goal for workshops by at least \$3,000.
- Our treasurer is prudent and detail-oriented. She makes sure that we are not paying extra amounts by installment payment, saving the chapter valuable dollars.

### **Creative ways to re-invest in the chapter and the membership**

- Under the direction and leadership of our Membership Chair and Programming Co-Chairs, we have maintained creative ways to engage, retain, and recruit new members.
- We hosted the first in-person “Meet the Board” event at a local winery which was well attended, and members offered several ideas for workshops for 2024. Since our President is a member of the winery, there was no cost to rent the picnic area used.
- Our Treasurer continued to facilitate our peer consultation group which was received well
- We continued to offer our Mentorship Program which pairs mentees with mentors in the Mental Health field to offer guidance and leverage experience.
- We have provided a forum on the website for our members to post job listings, advertise their groups and other events, and office for rent posts for free

### **Other**

- The Treasurer along with other executive members participated in the CAMFT Executive Forums to discuss and learn new ways to manage finances

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## **Best Membership Engagement, Recruitment, and Development (101-250 Members) Monterey County Chapter**

### **Active social media engagement with members**

- President made 3 posts to Facebook

### **Onboarding new members**

- The Mentorship Chair continues to provide as much mentorship as desired

### **% membership attending events, % of membership that are volunteering**

- 130 total members
- 39 registrants at our last event, which is a 30% engagement
- 8 board members, so 16% volunteer

### **Surveys, Listserv discussions, % of membership actively voting**

- Established a new platform (TopicBox) for our listserv which allows board members to auto-subscribe all/new members to stimulate chapter engagement. Went from 0 activity to light activity.

### **Increase/decrease in events attendance from previous year**

- Slight increase

### **Outreach to Pre-Licensed members (i.e., associates and trainees)**

- Pre-Licensed Chair published 6 articles in the series Roadmap to Licensure for the newsletter.

- Hosted 3 Pre-Licensed Get-Togethers on Zoom. Three people at the first meeting, with one person attending the last two events.
- Someone reached out for support and the chair offered resources.
- The chapter offered an outreach presentation to Harmony at Home staff.

### List how many active members are in the Chapter, incl. new v renewal v win back of dropped members

- 128 active members, 9 new members

### Membership Recruitment effort

This is where we are really proud of our chapter. We almost had to dissolve the chapter due to lack of new board members stepping up to volunteer. On the brink of closing, we held a meeting and did a phone tree to personally invite all members to run as board members. We were able to fill critical roles and keep the chapter afloat. We are now preparing for our next turnover 1 year later and have people stepping up to fill the major open positions.

### How often do you engage in membership drives?

- Annually

## Best Membership Engagement, Recruitment, and Development (251+ Members) San Fernando Valley Chapter

### Active social media engagement with members

- Promoting events, meetings, scholarships on LinkedIn, Facebook, Instagram, and Twitter

### Onboarding new members

- **Membership at 361**, 325 active
- “Lunch with a board member” to encourage feedback
- Survey Monkey “What Members Want”
- Annual new member luncheon resulting in **new and diverse board members** (male and veterans)
  - 27 attendees
  - mindfulness, origami, floral arrangement, icebreaker game of headbands
  - attendee goodie bag
  - community partner Clearview IOP sponsored lunch

### % membership attending events, % of membership that are volunteering

- Membership meetings host between 30-50 attendees (in person and online)
- Volunteering opportunity offered
- Award annual scholarships to Pre-Licensed and Licensed Members
- 14% attending and 5% volunteering

### Surveys, Listserv discussions, % of membership actively voting

- Survey Monkey “What Members Want” feedback incorporated into meetings and events
- Active participation in Listserv discussions
- 90% members actively voting

### Increase/decrease in events attendance from previous year

- **First full year of hybrid meetings** (in person and online)
  - increased attendance of members and especially non-members who may not be local or members we weren’t able to be in person that day

- In-person social events
  - annual social networking event was new/different this year (concert at the park), which welcomed old and new members
- Annual new member luncheon sold out
- **New event** such as diversity cultural picnic event increased attendance and participation

### **Outreach to Pre-Licensed members (i.e., associates and trainees)**

- Renewed and completed 2nd round of the student scholarship program:
  - encouraged Pre-Licensed individuals and students to join the SFV-CAMFT chapter and State CAMFT
  - investment \$5000
  - 50 new student members, 100 total applicants
  - recipients awarded CAMFT membership for one year (\$95)
  - recipients required to join State CAMFT and SFV-CAMFT chapter and show proof
  - show proof of enrollment in an MFT program
  - **student membership increased to 91**
- Collaboration with LA-CAMFT Pre-Licensed Representative on summer book club
- Therapist Development Center (TDC) and SFV-CAMFT launching new Tzedakah scholarship program for Pre-Licensed members
  - application process based on need & goals
  - offering 8 scholarships of \$250 for study programs & continuing education beginning January 2024 (marketing December 2023)

### **Success rate/conversion rate attributed to outreach to ALL member types**

- 90+% retention
- Chapter growth from Pre-Licensed, Students, Trainees, Associates and our scholarship programs
- “Coffee with the VP of Membership” to get to know members outside the office
  - virtual, 7 in person
  - encourage participation and growth into chapter leadership

### **List how many active members are in the Chapter, incl. new v renewal v win back of dropped members**

- Grown to 360 from 325 year over year, efforts to attract and retain members
- Lifetime Membership 26, Student Pre-Licensed 91, Pre-Licensed Associate 38, Emeritus 1, Clinical 205...total 361 with 325 active
- Collaborate with State CAMFT to approve local chapter membership
- Continuous education to mental health community promoting the benefits of joining State CAMFT

### **Membership Recruitment effort**

- Reciprocity with LA and San Gabriel chapters
- Welcomed Santa Clarita Valley chapter members to our community after their chapter dissolved
- Outreach with our membership flyers to non-members at all meetings and events
- Announcements at all meetings and events, personal outreach, networking with the board members to invite colleagues
- Partnership with TDC to offer required 6 CE suicide training (Edge of Life) as an incentive to renew or become an SFV-CAMFT member
- Pricing strategy with our events, offering low cost for members and offering a cost (the same cost as joining as a member) to non-members
- Emeritus status implemented to retain retiring members

- **Acknowledgement of member volunteers via highlights on social media** and at our annual volunteer appreciation event
- Personal contact to expired memberships
  - ensure renewal reinforcing the benefits of State CAMFT and local chapter SFV-CAMFT
  - Reminders prior to suspension or administering a late fee
- Collaboration with the diversity committee on diversity segment presentations at membership meetings, ensuring intersectionality and that all members feel included

#### **How often do you engage in membership drives?**

- **Quarterly membership started this drive this year** (vs at start and/or end of year)
  - share goals, upcoming events, incentives, opportunities to volunteer

#### **Use of technology (Use of a database management system)**

- Wild Apricot for database management

## **Best Membership Recruitment and Development (251+ Members) Sacramento Valley Chapter**

### **Outreach to Pre-Licensed members (i.e., associates and trainees)**

Our dedicated 3000 Club Chair has bolstered the club. Arranging regular meetups in person and via Zoom to discuss practicum sites, career goals and objectives, training opportunities, licensure tests, BBS paperwork, and supervision experiences. She also launched and led Study Groups to help Associates prepare for the L&E and Clinical Exam.

We continued to provide resources for associates and trainees on our website and on our Facebook and Instagram pages.

The 3000 Club Chair has contacted several local graduate schools to provide them with information about our chapter resources.

### **Success rate/conversion rate attributed to outreach to ALL member types.**

Increase in membership YTD (since January 2023): +98 members, an increase of +52% YTD.

### **List how many active members are in the Chapter Incl. new v renewal v win back of dropped members.**

As of October 30, 2023, there are 284 active members, representing an increase of 98 since January 2023. Out of these, 214 members have renewed their membership from the previous year, while 70 new members have joined this year.

### **Membership Recruitment effort How often do you engage in membership drives?**

- Under the leadership of our Program Co-Chairs and Past President, we hosted our annual member appreciation picnic to show appreciation and celebrate our volunteers.
- Under the leadership of our President, we hosted our first in-person “Meet the Board” events at a local winery with a good turnout.
- We continued our “Member Spotlight” feature on social media to highlight member achievements.
- We offered a free workshop to 2 members to encourage voting in elections. (?)

#### **Use of technology (Use of a database management system)**

- The Membership Chair and the Administrative assistant compiled quarterly reports, which

involved updating membership status by location, member types, and current membership status. These reports included a comparison with data from the past three years. They also utilized CAMFT data to pinpoint local chapter recruitment opportunities, thanks to an email blast that resulted in 30 new members.

- Our President made 80+ phone calls to members to renew their membership, resulting in 10 renewals.
  - We undertook member surveys about the effectiveness of the workshops and interesting topics.
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## **Best Program and Events Marketing Practices (251+ Members) Los Angeles Chapter**

**Demonstrate how your chapter meets the diverse needs of your membership (locations, times, structure, content of meetings, educational offerings, luncheons, etc.).**

- 3000 Club Pre-Licensed Group offered 14 online no-cost events which included 6 presentations, 6 support groups, 1 book club in collaboration with SFV-CAMFT and 1 low-cost 2 CE Road to Licensure event.
- Networking Events hosted 8 monthly 2 CE presentations with diverse topics and presenters held on the 3rd Friday of each month from 9-11am through Zoom to increase access. Provided 30 minutes of time for announcements from participants after each Networking Event.
- In collaboration with OC-CAMFT, an additional 2 CE online presentation this year.
- Scheduled 2 BBS license required training that included 6 CE Law and Ethics and 3 CE Teletherapy workshops.
- Launched 3 new online Business Presentations that were no-cost to chapter members, low-cost to non-members and lower cost to Pre-Licensed non-members.
- Scheduled a Quarterly Mid-Month Meetup event on the 15th of March, June, September and December this year to build community, recruit members, and increase outreach to participants previously unable to attend Friday networking events.
- Planned 4 in-person events for 2023 for community-building and networking located in various areas of Los Angeles in order to meet the needs of people living in different locations.
  - Spring Celebration
  - Summer Picnic
  - Fall Appreciation Dinner
  - Winter Holiday Party
- Diversity Committee hosted the following monthly online no-cost support groups:
  - Therapist of Color Support Group
  - Black Therapist Support Group
  - White Therapists Fighting Racism
  - Asian American Pacific Islander+ Therapist Circle
  - Middle Eastern North African Therapist Community Group
  - Latinx Therapist Support group to launch in 2024.
- Therapist of Color Grant Award which selects 2 Pre-Licensed members, three times per year to receive A \$500 grant, 1 free year of LA-CAMFT membership, and free admission to three LA-CAMFT 2-CE events.
- Therapists of Color Mentorship Program which exists to help address inequities experienced by professional mental health therapists of color and intersections with other historically marginalized groups.

**Efforts to determine what members want (e.g., surveys, focus groups, evaluations, etc.)**

- Used Zoho Survey to:

- Create and manage CE event post-test questions and evaluations
- Administer CE completion certificates
- Collect recommendations for future presentations
- Obtain feedback about the mentorship experience
- Select incentives for mentoring
- Collect feedback about our Diversity Support Groups
- TOC Mentorship Committee hosted an online Mentor Orientation and two support groups offered to mentees to obtain information about the program.
- The Communications and Marketing Chair used Google Forms to create a member survey.

### **Targeted marketing effort to reach diverse members**

- The Communications and Marketing Chair created Events-at-a-Glance weekly email where you can learn more about our upcoming events with easy access to view and register.
- The Communications and Marketing Chair created Diversity Digest weekly email where you can learn more about our upcoming diversity community groups with easy access to view and register.
- The Communications and Marketing Chair created social media posts using Canva for every event and highlight with a total of 65+ posts.
- 3000 Club Network was created this year on the chapter website to connect, volunteer, share resources and create opportunities for the Pre-Licensed community.
- Advertised events and activities through presentations and written advertisements at local MFT graduate programs, CAMFT Fall Symposium and Chapter In-Person Events.
- Delivery of monthly Voices newsletter and e-blast advertisements.

### **Use of technology (email platforms, social media, website)**

- Used Zoho surveys to gather data and feedback from members and the community.
- Marketed events and activities on LA-CAMFT website, Twitter, Instagram, Facebook, and LinkedIn pages.
- Effectively used Zoom for Networking CE events, Board meetings, Committee meetings, presentations, support groups, and Quarterly Mid-Month Meetups.
- Used G-suite with LA-CAMFT domain name for organizing and storing archival documents online.
- The Communications and Marketing Chair created a shared internal Google Calendar with all events and advertisement of events for better organization.

### **How do you tailor your marketing efforts to the size and location of your chapter?**

Due to geographic span and traffic, facilitated Board meetings, Networking CE events, 3000 Club Pre-Licensed group presentations, Business Presentations and support groups on Zoom in order to increase access which has increased participation and reduced costs.

### **Creative branding and signage at events and online**

- Our LA-CAMFT logo holds symbolic meaning reflecting the topography of the Los Angeles land and sea. We use our logo in printed and online branding.
- The Communications and Marketing Chair created a branded online advertisement for every LA-CAMFT event.

### **Other**

- Partnership with the Evolution of Psychology Conference this year where LA-CAMFT Logo and website is advertised on their promotional material.
- Revamped LA-CAMFT website to make it more user friendly.

## Communication strategies (emails, newsletters, phone trees, etc.)

- We reached out to members through emails and social media to inform them about upcoming events and the latest developments in the MFT field.
- Cross-posted all membership events through email, website, and social media platforms to reach a wider audience and be more inclusive of varied age groups among members.
- Leveraged the knowledge and expertise of the Diversity Chair to ensure online messaging was ADA compliant.

## Other

- Maintained important initiatives such as our mentorship program and peer consultation group to provide extra resources to members.
  - We continued the free quarterly Meetups and Community Huddles (3x) with good attendance for all members and non-members to provide a safe networking space in a caring community.
  - The board members participated in CAMFT executive forums to exchange ideas and learn about membership development and recruitment.
  - We have provided a forum on the website for our members to post job listings, advertise their groups and other events, and office for rent posts for free.
  - Participated in CAMFT leadership conference and connected with Board Member peers in other chapters to collaborate on new program ideas to retain and build membership and to better identify and meet members' interests and needs.
  - Several Board members participated in the Board-to-Board event in Sacramento when the Statement Board hosted their annual meeting.
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## Diversity, Equity, and Inclusion (251+ Members) Los Angeles Chapter

This category will demonstrate how successful your chapter's effort was in developing cultural consciousness within your membership, educational programs, and Board.

### Position statement/DEI Action Plan

- LA-CAMFT Declaration of Inclusion, Diversity, and Anti-Racism (published permanently on our website and newsletter):  
*- Psychotherapy can be transformative in a democratic society, and can open intellectual inquiry that, at its best, influences and results in lasting positive change. In recognition of our shared humanity and concern for our community and world, LA-CAMFT loudly and overtly disavows all racism, xenophobia, homophobia, transphobia, sexism, Islamophobia, anti-Semitism, classism, ableism, ageism, and hate speech or actions that attempt to silence, threaten, and degrade others. We in LA-CAMFT leadership hereby affirm our solidarity with those individuals and groups most at risk and further declare that embracing diversity and fostering inclusivity are central to the mission of our organization.* See full description here: <https://lacamft.org/page-1670057>
- The continuing growth of the Diversity Committee which was founded in 2017 due to a desire and need to increase ethnic and racial diversity within LA-CAMFT's membership and leadership. <https://lacamft.org/Diversity-Committee>
- In response to feedback from the community during the LA-CAMFT Therapist Anti-Racism Roundtables in 2020 and 2021, created an action plan in collaboration with the Los Angeles therapeutic community to address areas of historic inequity in the field, including:
  - 1) Education and Training
  - 2) Support Groups

- 3) Mentorship
- 4) Outreach and Accessibility
- 5) Policy Change

### Education Programs and Speakers

- **Anti-Racism Round Table 3: Listen and Learn** as therapists of color share their experiences navigating racism in the profession. More info here: <https://lacamft.org/event-5187476?CalendarViewType=1&SelectedDate=4/23/2023>
- **What Every Therapist Needs to Know about Black Folks and Other People of Color (BIPOC) presented by Shawn LaRe' Brinkley, LMFT.** More info here: <https://lacamft.org/event-5097986?CalendarViewType=1&SelectedDate=2/23/2023>
- **Identifying and Treating Impostor Syndrome presented by Stevon Lewis, LMFT.** More info here: <https://lacamft.org/event-5175709?CalendarViewType=1&SelectedDate=4/23/2023>
- **Therapists of Color: Navigating the Path of Career Mentorship presented by Perla Hollow, LMFT and Stara Shakti, LMFT.** More info here: <https://lacamft.org/event-5272302?CalendarViewType=1&SelectedDate=6/23/2023>
- Networking Events
- Board approved financial honorarium beginning in 2022 for CE networking event presenters with a goal of attracting a greater diversity of presenters and allowing for a more equitable arrangement with the speakers from culturally diverse backgrounds who come to give their time, energy and knowledge to our membership.
- As a result of the commitment to increase speakers from culturally diverse backgrounds, this year 5 out of 8 CE presenters were BIPOC.
- Hosted the following monthly online no-cost support groups:
  - 3000 Club Pre-Licensed Support Group
  - Therapist of Color Support Group
  - Black Therapist Support Group
  - White Therapists Fighting Racism
  - Asian American Pacific Islander+ Therapist Circle
  - Middle Eastern North African Therapist Community Group
  - Latinx Therapist Support group to launch in 2024.

### Special Interest Groups/Committees

- Since 2017, the Diversity Committee has served in collaboration with the Board and other programing to integrate DEI into all of LA-CAMFT initiatives.
- Since 2022, the Therapists of Color Mentorship Program exists to help address inequities experienced by professional mental health therapists of color and intersections with other historically marginalized groups. See more info here: <https://lacamft.org/Therapist-of-Color-Mentorship-Program>
- In the process of creating more spaces for intersectional identities: i.e., Race AND...LGBTQ+, Neurodivergent, Adult Children of Immigrants, etc.

### Membership and Volunteer Outreach

- In 2022, revised membership application to be more inclusive of diversity (e.g., self-identification of race/ethnicity, Language, LGBTQ+, Pronouns).
- The Diversity Committee and the 3000 Club continue to grow and recruit volunteers and members from diverse cultural backgrounds.
- Increased ethnic and cultural diversity on the Board of Directors (from 20% BIPOC in 2020 to 50% BIPOC in 2023).



## Donations/Scholarships/Grant programs

- In an effort to increase equity and accessibility into the field, the LA-CAMFT Board committed to the ongoing funding of the Therapist of Color Grant Award, which selects 2 Pre-Licensed members, three times per year to receive A \$500 grant, 1 free year of LA-CAMFT membership, and free admission to three LA-CAMFT 2-CE events. See more info here: [https://lacamft.org/LA-CAMFT-Grant-Award-2023-\(September\)](https://lacamft.org/LA-CAMFT-Grant-Award-2023-(September))

## Other

- Collected Anti-Racism Resources from the Anti-Racism Round Table 3: Listen and Learn and added them to our chapter website here: <https://lacamft.org/Anti-Racism-Resources>
  - Participated in 2023 CAMFT DEI Chapter Exchange.
  - Hosting our first annual Therapists of Color Mentorship Bonfire in November 2023.
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## Diversity, Equity, and Inclusion (251+ Members) Redwood Empire Chapter

### Position statement/DEI Action Plan

RECAMFT's Racial and Social Justice Committee (RSJC) (DEI) adopted the following Committee Mission Statement.

*"We stand for racial and social justice in RECAMFT and seek to discover and remedy injustices that arise within our events, programs, and practices.*

*We are committed to doing this through engaging in ongoing education and self-inquiry, and integration of member feedback.*

*We hold ourselves accountable to RECAMFT and our community."*

The RSJC developed this Racial and Social Justice Pledge for our members.

*"RECAMFT is committed to equity including addressing structural racism and systemic injustice. We endeavor to be inclusive and value individuals from all ethnicities, ages, races, sexual orientations, genders, languages, abilities, religions, citizenship statuses, and socioeconomic backgrounds into our chapter and into treatment.*

*We strive to advocate, educate, collaborate, and strategize for positive racial and social justice change within our membership and our community."*

### Education Programs and Speakers

RSJC working with our Board developed the Justice Projects (<https://recamft.org/justice>).

- Justice Project: Antiracism (<https://www.recamft.org/Justice-Project-Antiracism>)
- Justice Project: LGBTQ+ Affirming Care (<https://www.recamft.org/Justice-Project-LGBTQ+>)

Members are encouraged to participate in each program, and upon attesting when they have completed the readings, videos, and books outlined for each, they receive a beautiful certificate worthy of displaying in their office. Thus far 17 certificates have been awarded.

Various CE events were held which can also be credited towards each of the Justice Projects. These have included CE and non-CE discussion groups led by Dr. Shawan Worsley, PhD, LMFT

(2 discussion groups, 1 antiracism consultation demonstration), and a panel of RSJC members (2 groups). Six CE speakers offered a total of 23 CEs related to both Justice Projects.

### **Networking Events**

We decided to introduce each Justice Project with a mailing to all members. The antiracism project included a letter and bookmark with the new Racial and Social Justice Pledge, and description of the self-education program.

For LGBTQ+ Affirming Care, we developed new adapted logos with rainbow rings to highlight RECAMFT's newest Justice Project and mailed all members a sticker. Photos of placed stickers were featured in our newsletters. See appendix.

### **Special Interest Groups/Committees**

RECAMFT developed a scholarship program for Prelicensed/newly licensed members (<https://recamft.org/scholarship>). The eligibility criteria states, "Priority will be given to those who are underrepresented in the mental health field (BIPOC, disabilities, LGBTQ+, elders, etc.)."

Our RSJC (<https://www.recamft.org/Racial-and-Social-Justice>) also provided updated content for two resource pages.

- Antiracism resource page (<https://www.recamft.org/Antiracism-Resources>)
- LGBTQ+ resource page (<https://www.recamft.org/LGBTQ-Resources>)

### **Membership and Volunteer Outreach**

By touching our membership with mailings of the bookmark and the sticker, over the last 12 months, our chapter obtained 72 new members, roughly 11% growth.

We developed a new outreach brochure for the local colleges who offer programs for masters-level students in LMFT training programs featuring clinicians of color.

### **Donations/Scholarships/Grant programs**

Our Joe and Pamela Ward Memorial Scholarship has given out \$5000 in scholarships for five Prelicensed/newly licensed members over the last two years. Three of the five identify with an underrepresented group (BIPOC, LGBTQ+, etc.).

### **Other**

Wildfire recovery has taken years and touches many demographics (Sonoma county is 26% Hispanic, 20% LGBTQ+). When the October 2017 wildfires occurred, at the time, it was the worst wildfire in modern history. We joined with a professional fundraiser, and other local mental health care groups, along with NAMI and our county behavioral healthcare team, and **raised over \$1.3 million dollars** devoted to mental health recovery in our area. Our accomplishments:

- Over 500 mental health care workers received Skills for Psychological Recovery (SPR) training.
- Spanish/English website helped people self-screen for posttraumatic symptoms, which then referred them to NAMI, and onto local counselors.
- Spanish/English advertisements on local buses, bus stops, radio, print.
- Spanish/English grief groups.
- Free counseling. (<https://www.recamft.org/free-counseling/>)
- Members were paid to provide counseling.
- Our collective group produced a White Paper to help guide other communities who were struggling to recover from similar disasters.

**RECAMFT also:**

- Offered trauma-informed yoga, and forest-bathing classes.
- Filmed/offered “Brief Disaster Response Training for Helping Professionals”, 2 hours/no charge (<https://www.recamft.org/Disaster>).
- Quickly surveyed members to find out who had lost their home/car/office, who had a room/RV/car to share, who needed/could offer pet care, including large animals, etc. Called all the members who lost homes to find out what we could do to help.
- Covered CAMFT and RECAMFT dues for members who lost their homes for three years.
- Coordinated with Sonoma County Office of Education to train members who volunteered to serve in schools when crises/critical incidents arise.
- Met twice with DEI expert Mariama Boney.

# Congratulations to our chapter excellence awards nominees!

