A Seat at the Table: Disability, Equity, and Accountability in Social Work Licensing

Personal reflections and collective action for testing equity

Marette Monson 00 April, 2025

My Story – Disability and Determination

Born with Cerebral Palsy

Spinal cord injury from surgery

Attended desegregated public school through IDEA





The Disability Landscape

2 %

27% of Canadians with physical disabilities (2022)

28.7%

28.7% of Americans with physical disabilities (2024)

Learning disabilities most common

Meet the National Advocates



Sarah Hamilton

Educator, Learning
Disabilities Canada



Janeen Steele
Civil Rights Attorney,
Learning Disabilities
America



Ollie Cantos

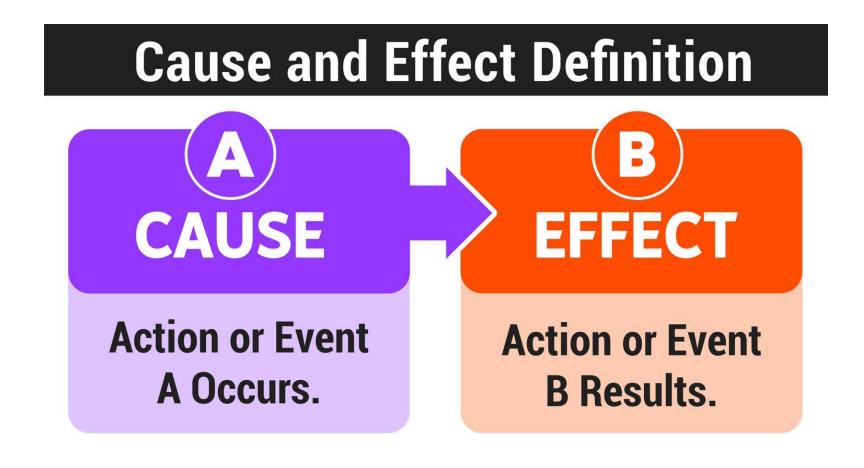
Lawyer, Disability
Belongs, former US
DOE

Equality vs. Equal Treatment

"To be treated as an equal means..."

Why Exams Matter

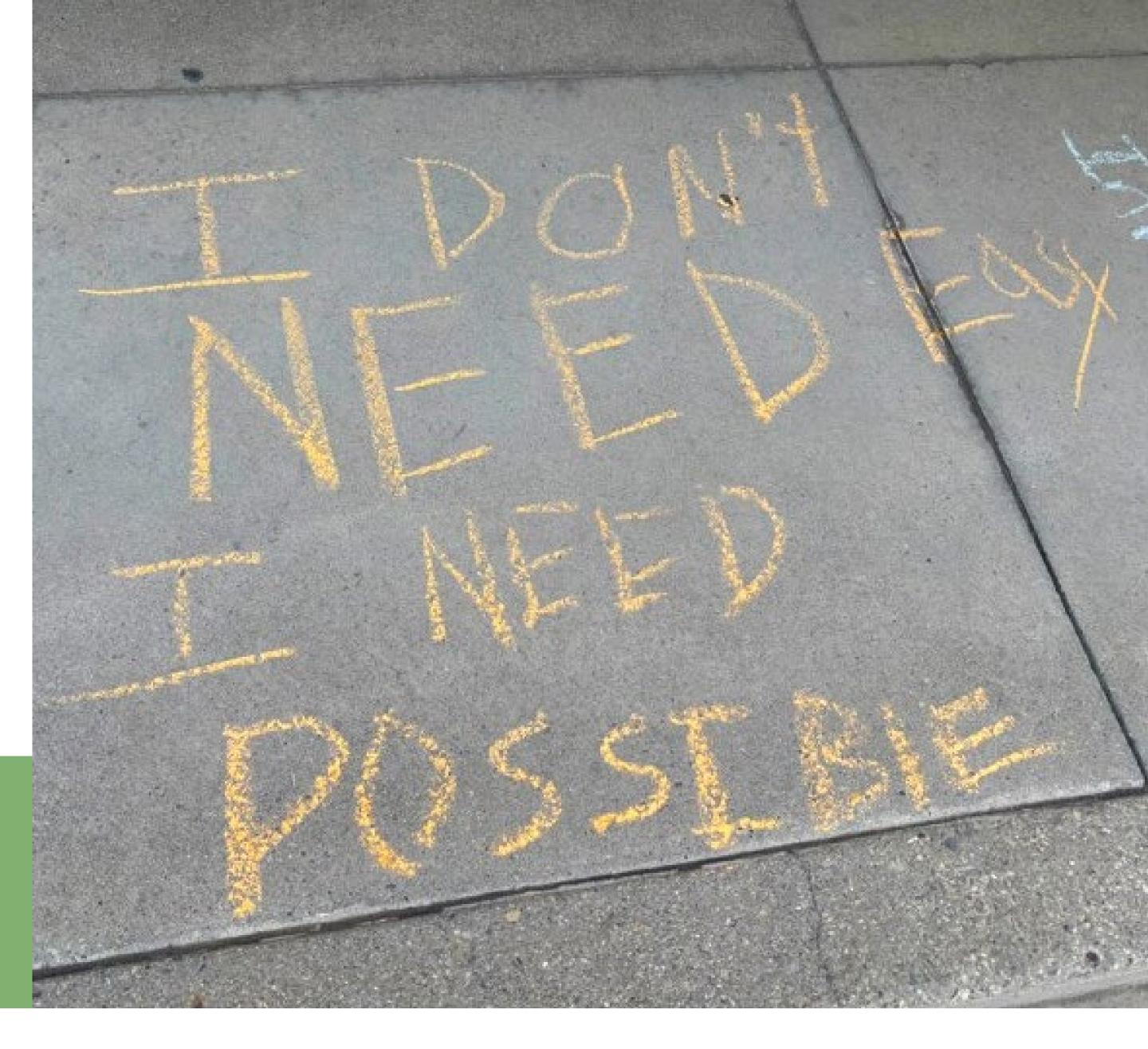
Exams ensure Accountability





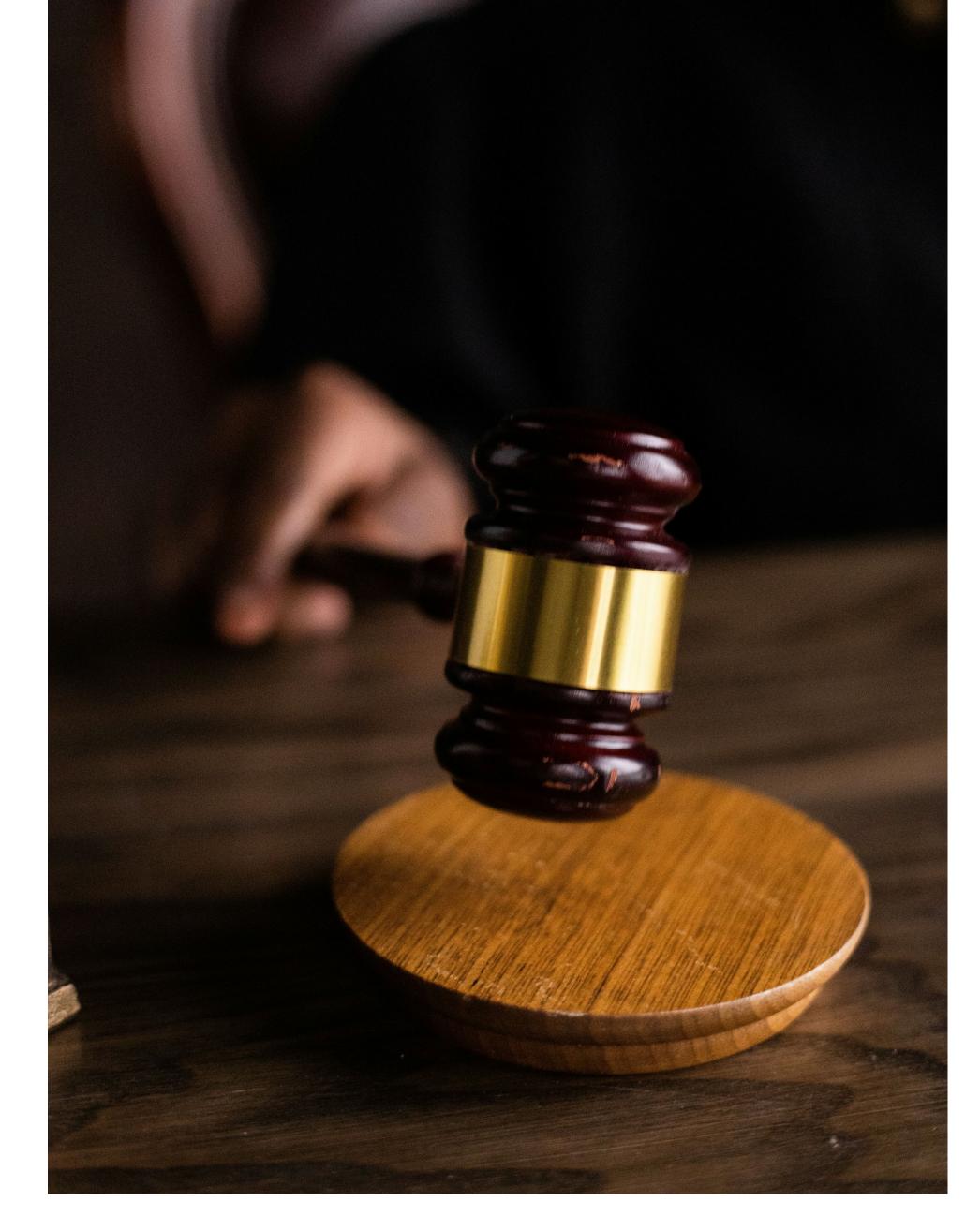
Real Support Means Real Choices

"It's not a choice for me...
until I had help."



Legal Rights and Protections

- Canadian Human Rights Act
- Provincial Human Rights Acts
- ADA (USA)
- Equality is determined by the benefits a pathway provides, not what it is called or how it is obtained.



Special pathways, designations, and statuses hurt us, not help us.

We are constantly having to prove we are capable and competent.



Accommodations are required, not removing the standard of performance.







COGNITIVE



ORGANIZATION
creating & maintaining a system that
helps keep track of info, materials
,and professional possessions

WORKING

I HORY



TIME MANAGEMENT

ability to estimate and allocate the

time needed to complete a task or meet deadlines

SUSTAINED ATTENTION ability to focus & complete fatigue or boredom

0



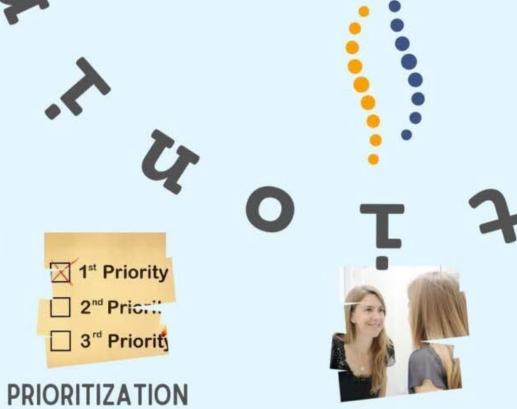
RESPONSE INHIBITION thinking before acting; assess & evaluate a situation before responding to it



TASK INITIATION starting projects without procrastination



PLANNING
making decisions & mapping out
plans towards achieving a goal or
completing a task while identifying
irrelevant information



SELF-CONTRO

SELF-MONITORING



FLEXIBILITY
adapting to obstacles, new information, or changing situations



METACOGNITION

ability to step back to assess and observe oneself in situations; invoices self-monitoring and self-evaluative skills



REMEMBERING / STUDYING







We believe that alternate pathways violate the civil rights of individuals with learning disabilities by creating unnecessary barriers that lead to exclusion of individuals from the profession who meet licensing standards.

We believe that eliminating protected accommodations during objectively measured licensing assessments provides an avenue for discrimination. The elimination of these rights comes with an additional cost of removing accountability of educators, testing bodies, and regulators to ensure an equitable and effective education for individuals with disabilities.

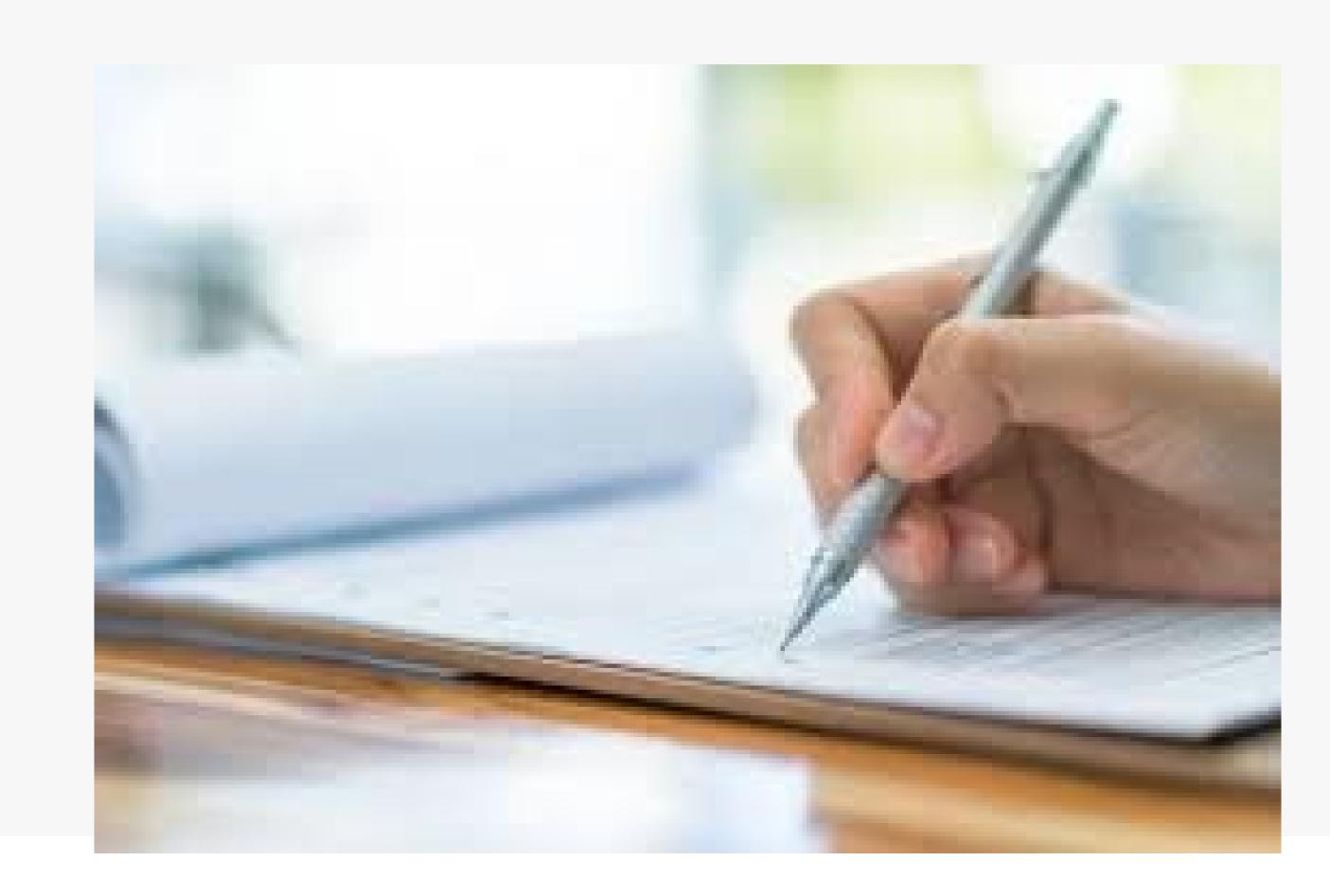
We believe that as educators, regulators, and testing bodies work together to improve the administration of and preparation for test for those with learning differences, all test takers will benefit in higher pass rates and readiness to enter their professional practice.

My Story –

I was given an exam as a barrier to entry.

I passed it.

Exam became a protection against discrimination.



Mom Me



We want a seat at the table.

