

**Board of Directors Meeting**  
**November 22, 2018**  
**Location: St. Boniface Museum - 494 Tache Avenue**

Minutes

**Present:** Vicki Verge Burgess, Mary Heard, Gwen Kydd, Kaylen Lamb, Darlene MacDonald (until 1:20 PM), Florette Giasson (until 11:20 AM), Ray Hildebrand, Wil Hedges, Virginia Hnytka, Mary Heard, Adam Chrobak, Joshua Van Mulligen, Jan Christianson-Wood (until 2:30 PM), Richard Lavoie (until 12:10 PM), Barb Temmerman, Amelie Findlay

**Regrets:** Marlyn Bennett, Tanis Newsham, Alex Sawatsky

**Called to order - 10:10 AM**

**I. Board Meeting Opening**

*Acknowledgement: The land on which we gather is the traditional territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and the homeland of the Métis Nation.*

**II. Introductions and welcome to new Board member Gwen Kydd.**

**III. Additions or changes to the Agenda**

Add committee applications to business arising.

***Be it resolved that the November 22, 2018 Agenda is accepted as amended. (Wil Hedges/Joshua Van Mulligen) CARRIED.***

**IV. Minutes**

***Be it resolved that the Minutes of the June 27, 2018 MCSW Board Meeting are approved as presented. (Mary Heard/Florette Giasson) CARRIED.***

***Be it resolved that the Minutes of the September 13, 2018 MCSW Board Meeting are approved as presented. (Darlene MacDonald/Raymond Hildebrand) CARRIED.***

**V. Review of Strategic Plan**

Executive Director provided update on the current progress of the Strategic Plan outcomes. The Substantial Equivalency (SE) registration process has been implemented and an evaluation program for SE process will be created. The first review of the fair registration practices was completed in January 2018 and the website was enhanced to provide additional information to international applicants. The Continuing Competence Program offered the first in house live webinar and is currently available on the website. The French translation of the ethics workshop is still in process. CCP portfolio audit processes are being developed with an intention to begin by completing a narrow audit with a selection of members. Complaints processes are developing with the support of the legal team. Reconciliation efforts have been advanced through indigenous keynote speakers at AGM, partnering with the Indigenous Accord and honouring an indigenous agency for their commitment to regulation in child welfare, to name a few. Board members were encouraged to find connections to increase Indigenous participation in the College. Revisions to the MIRSW scholarship fund are being made. Awareness is being raised about the role of social work through public statements, reports and requests to meet with government.

## VI. Board of Directors Evaluation

In accordance with Bylaw 2-6, the board shall “conduct a formal evaluation of its own performance, in accordance with standardized criteria for the evaluation of board functioning and performance, every two years.” Survey monkey was suggested as one tool to provide board members with an opportunity to provide feedback on how board is functioning and suggest improvements. Suggested that the Board evaluation should include a peer review of Board members considering the participation and roles each member fulfills. The Executive Committee will consider options and bring to the Board for further discussion. Board members will submit evaluation resources/samples for consideration by the Executive Committee.

It is the Executive Committee’s responsibility to evaluate the Executive Director and her relationship with staff. A board member inquired about how a staff member could raise concerns should they wish to do. Staff will be given the opportunity to provide input to the Executive Committee as part of their evaluation of the Executive Director.

## VII. Standing Items

### a) President’s Report

Today is National Housing Day. Vicki attended ASWB annual meeting of international delegates. A By-Law vote was to take place excluding those who do not currently use the exam from voting on issues relating to the exam. This would have excluded several Canadian jurisdictions. A special meeting was called, and Barb articulated concerns of the Canadian group. A motion was put on floor to send the issue back to committee. Barb spoke very eloquently and 96% of the membership voted to return the issue to committee for further review.

### b) Committee Reports

- **Registration Committee** – Joshua Van Mulligan  
Registration committee has completed review of all grandparented files. The committee has received the first Substantial Equivalency file where the committee is looking at education component. The committee has been meeting through Zoom, an online video conferencing service.
- **Complaints Committee** – Barb Temmerman  
18 active complaints, many are complex. One has more than one complainant for the same social worker. In the interest of public protection, a condition was placed on a social worker’s practice certificate during the investigation. Board member asked for information on how many days it took to resolve complaints from open to close and how many moved on to inquiry? The new database will be set up to track this information.
- **Continuing Competence Committee** - Vicki Verge Burgess  
In process of developing audit process and committee has collected examples of audits from other organizations. The plan is to start with a 1% audit of members’ CCP compliance and learn from it. The survey from the AGM/Education Day will be reviewed.
- **Bylaw Committee** – Barb Temmerman  
The committee continues to work through every section of the bylaw – and prioritize the required changes. It is a work in progress and the committee is meeting every 1 – 3 months.

### c) CASW Report – Raymond Hildebrand & Jan Christianson-Wood

A CASW Board meeting was held in October. The child welfare project was presented that went to all partner organizations. CASW issued a statement in opposition of conversion therapy. Another statement is being developed on decriminalization of sex trade workers with a focus on service provision, support, training and employment. Position statement on medical assistance in dying related to mature minors and advance requests is pending.

The posters for social work month in March are being drafted. The CASW theme is “Real People, Real Impact”.

CASW Code of Ethics review/revision project in beginning phases with focus on incorporating an indigenous lens in the spirit of reconciliation. Mary Heard is the MCSW representative. Two consulting firms have combined resources. Connecting with Child Welfare League of Canada’s Indigenous Committee. All members must see themselves in Code of Ethics – not about child welfare specifically. Progress update will be provided at Federation meeting in June 2019.

Calgary 2020 IFSW – [www.swsd2020.com](http://www.swsd2020.com). Conference organizers have partnered with Power Us – a services user group having input into organization of the conference. IFSW North America Region website – statement on migration, statement on Pittsburgh Synagogue massacre, Trudeau’s apology, Toronto attack. Reviewing changes to the Divorce Act – C78. Advocating for better education for judges, using social workers as mediators (already done in MB). Partnering with social work academics and national regulators at intersectoral meetings.

d) **Operational Update** - Barb Temmerman

Operational update was embedded in review of Strategic Plan. The AGM and Education Event was very successful, and we received positive feedback. Members liked the PowerPoint showcasing the volunteers. There were issues with sound and lineups for lunch.

e) **Social Work Issues** – Board Members

The following current issues were discussed:

- students are on strike in Social Work faculties in Quebec. They want to be paid for their field placements. Discussion of paid employment vs student roles in practicums. Employers are not in favour as they invest resources into training and mentoring students.
- the Ontario Children’s Advocate’s office was closed and moved to the ombudsman, which has a different mandate.
- there is a lack of access to medical care for transgender patients. Primary health care providers not comfortable or trained to support hormone replacement therapy. Clinic is backlogged and not taking patients.
- there are concerns that the meth crisis will reach Churchill now that the train is back running. The hospital is not equipped to respond to potentially aggressive meth patients (i.e. no secure rooms).
- transformation of health services
- services for individuals with mental health disabilities

## VIII. Business Arising

a) **Financials - 2018-2019 – 2nd quarter Financial Report**

Applications continue to come in as well as new member fees. Education event figures will change as expenses are reconciled. Legal cost recovery is a new line to reflect member payments for cost recovery in relation to complaints and inquiry procedures.

A Board member inquired about late and NSF fees. Consistently project low amount for late/NSF fees in anticipation of members paying fees on time. A payment plan of three equal payments is available.

Bank fees will go up in 4<sup>th</sup> quarter for renewal payments. Due to the delays in the delivery of the database, ED was able to negotiate the 4<sup>th</sup> payment of around \$18,000 be waived.

***Be it resolved that the 2018-2019 2nd quarter financial report is approved as presented. (Jan Christianson-Wood/Gwen Kydd) CARRIED.***

**b) Approved Social Work Program Policy**

Tabled to next meeting as Board members in practice area of social work education were not present at this meeting.

Board member noted that the policy was unclear regarding whether current Booth grad MCSW members would be required to write the exam. Barb will revise to clarify that policy applies to new applicants only.

Board members were encouraged to send any additional feedback to ED prior to February meeting.

**c) Follow-up Items**

- Youth and overprescribing of psychotropic drugs
  - i. Last meeting, ED was asked to find out if other jurisdictions were dealing with this topic. Reviewed at national meeting and it did not appear that other jurisdictions were addressing this topic
- Legalization of marijuana and impact on practice standards
  - i. Standards relating to practice competence and ensuring one is not impaired when delivering social work services address this issue. Jurisdiction are not introducing new standards as a result.

**d) New committee application**

***Be it resolved that Edith Kovacs is appointed to an MCSW committee. (Joshua Van Mulligen/Mary Heard) CARRIED.***

**IX. New Business**

**a) Officer Election Procedures**

Officer elections take place at the first Board meeting following the AGM. Officer positions are 2-year positions that can be renewed once. Public representatives are also eligible for officer positions.

***Be it resolved that the Officer Election Procedures are approved as presented. (Wil Hedges/Jan Christianson-Wood) CARRIED.***

**b) Election/Approval of Officer positions – Secretary and Treasurer**

Florette Giasson and Tanis Newsham have agreed to allow their names to stand for a second term. No other nominations were received.

***Be it resolved that Florette Giasson is appointed as Treasurer and Tanis Newsham is appointed as Secretary for another 2-year term. (Adam Chrobak/Raymond Hildebrand) CARRIED.***

c) **Bylaw Change – Committee terms**

Currently committee member terms are two years to be renewed once. Suggestion to have 3-year terms, consistent with terms of the Board.

***WHEREAS section 61(1)(g) of The Social Work Profession Act provides that the board may make by-laws governing the number of members that constitute quorum at meetings of the college, the board and any committee established by the board:***

***AND WHEREAS section 61(1)(w) of The Social Work Profession Act provides that the board may make by-laws respecting any matter that the board considers necessary or desirable for the promotion of the welfare of the college, its members and the profession, but only to the extent that such a by-law does not conflict with the college's duty to serve and protect the public interest;***

***AND WHEREAS section 7-2.4 of the Amended and Restated By-Law No. 1 of the Manitoba College of Social Workers provides that the board may, by affirmative majority vote of at a duly constituted meeting of the board, provisionally amend any by-law consistent with the accomplishment of the objects and affairs of the college;***

***AND WHEREAS the board of the College has determined that it is desirable to amend By-law No. 1 of the College to provide that:***

***By-Law 3-1.6 Persons on the committees shall serve for a period of ~~two (2)~~ three (3) years and may be renewed for a successive term of ~~two (2)~~ three (3) years.***

***NOW THEREFORE BE IT RESOLVED THAT:***

- 1. subject to approval by an affirmative majority vote of the members of the College who vote on the question, By-law No. 1 of the College is hereby amended, in substantially the form of the amendment presented, effective as of this date;***
- 2. the board of the College is authorized and directed to place the amendments to By-Law No. 1 of the College in the minute book of the College;***
- 3. the board shall notify members, social work students and social work corporations of the proposed amendment to the by-law within 45 days of provisional approval of the amendment;***
- 4. the amendment to the By-Law of the College shall be submitted to the members of the College for confirmation at the next annual general meeting of the College; and***
- 5. any one officer or director of the College is hereby authorized and directed to do all such acts and things and to execute and deliver such other instruments, agreements, certificates, declarations, documents, undertakings, powers of attorney and other writings as, in that person's opinion, may be necessary or desirable, either under the corporate seal of the College or otherwise, for the purposes of giving effect to this resolution, all to be in such form and on such terms as that person may approve, such approval to be conclusively evidenced by that person's execution and delivery.***

**(Mary Heard/Kaylen Lamb) CARRIED.**

d) **Application for Membership Policy – Student**

If an applicant holds a BSW degree and is an MSW student and employed or volunteering within the scope of social work outside of practicum, the applicant is not eligible for student membership.

Amendments to proposed policy include:

Students are not eligible for registration as student members if:

- they hold a BSW or MSW degree accredited by CASWE or a social work program approved by the College; and
- they are employed or volunteering within the scope of social work practice outside of their practicum

***Be it resolved that the revised Application for Membership Policy – Student is approved as amended. (Wil Hedges/Joshua Van Mulligen) CARRIED.***

**e) Accessible Customer Service Policy**

On November 1, 2018, government introduced legislative requirement that all organizations must develop an accessibility policy. The policy was drafted with MCSW lawyers and includes training requirements for staff, board and volunteers. WRHA has an accessibility module that all employees were required to complete.

***Be it resolved that the Accessibility Policy is approved as presented. (Gwen Kydd/Kaylen Lamb) CARRIED.***

**f) Committee Selection Policy**

New policy outlines the current process of MCSW evaluating expertise, experience, availability and organizational fit in selecting committee members.

***Be it resolved that the Committee Selection Policy is approved as presented. (Raymond Hildebrand/Mary Heard) CARRIED.***

**g) CASW Distinguished Service Award**

Award Open for nominations and can include groups or individuals. Award is presented during social work week.

Discussion of removing bullet 2: “That the individual or group of individuals have served as a member of the Board of MCSW or have acted in a position of responsibility for the organization.”

***Be it resolved that the 2019 CASW Distinguished Service Award is amended to strike bullet number 2 in criteria. (Virginia Hnytka/Ray Hildebrand) CARRIED.***

**h) Board Meeting Participation Options/Considerations**

Board members comprised of individuals from across Manitoba. Cost estimates circulated related to Board travel from various jurisdictions in Manitoba. Discussion regarding balancing meaningful participation with fiscal responsibility. Participation options were discussed including teleconference, video conferencing, etc. Many organizations have a mandate to reduce costs and have limits on in-person meetings. ED will inquire with national organizations regarding any policies/practices in place.

**X. Adjournment 3:30 PM (Mary Heard/Wil Hedges)**