

**Board of Directors Meeting
February 21, 2019
9:00 a.m.
Minutes**



Present: Vicki Verge Burgess, Mary Heard, Gwen Kydd, Kaylen Lamb, Wil Hedges, Virginia Hnytka, Adam Chrobak, Joshua Van Mulligen, Jan Christianson-Wood, Alexander Sawatsky, Marlyn Bennett, Tanis Newsham, Barb Temmerman

Regrets: Darlene MacDonald, Florette Giasson, Raymond Hildebrand

Called to order – 9 a.m.

I. Board Meeting Meeting Welcome & Opening – Vicki Verge Burgess

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. Additions or changes to the Agenda

***Be it resolved that the February 21, 2019 Agenda is accepted as presented.
(Jan Christianson-Wood/Joshua Van Mulligan) CARRIED.***

III. Minutes

5 mins

Be it resolved that the Minutes of November 22, 2018 are approved as amended. (Adam Chrobak/Wil Hedges) CARRIED.

Amendment to define acronym SE as substantial equivalency.

Request to bring topic of overprescribing of psychotropics drugs back to next meeting.

IV. Standing Items

25 mins

a) President/Executive Committee Report

Executive Committee has met twice with a focus on establishing the Collaboration, Support and Issue Response – Guiding Principles on the agenda for this meeting. Discussed future projects including Board of Director and Executive Director (ED) evaluations and future succession planning for ED. Board discussion regarding difference between practice directions, guidelines and policies. ED will bring definitions for Board consideration to next meeting.

b) Committee Reports

- **Registration Committee** – Joshua Van Mulligen
Last registration appeals were heard for grandparenting applicants this week. Registration Committee is now moving into review of Substantial Equivalency applications.
- **Continuing Competence Committee** - Vicki Verge Burgess
Committee is reviewing work plan to determine next steps with respect to developing education plan related to Indigenous learning for members. In beginning stages of working on audit process.
- **Complaints Committee** – Tanis Newsham
21 active complaints, 6 close to conclusion. Many complaints related to private practice (high conflict practice) and statutory reporting. Number of complaints is average compared to other jurisdictions.
- **Inquiry Committee** – Mary Heard

2 cases at the Inquiry Committee, 1 has been resolved. If an RSW withdraws their registration it does not terminate the complaints/inquiry process.

- **Bylaw Committee** – Virginia Hnytko

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

CASW is in beginning stages of Code of Ethics review with a reconciliation lens. CASW has engaged consulting firms from Saskatchewan, Pimatisiwin and Cathedral Consulting. Jan is on steering Committee for Calgary 2020 International Federation of Social Workers conference. Goal to include both academic and practice sessions. Discussion of border issues in the US re: child detention, Ottawa senator.

d) **Operational Update** - Barb Temmerman

Registrations renewals are in process and the new database seems to be working well. ED attended question period at the request of MLA, Bernadette Smith – spoke to her about concerns related to registration of social workers and the need for an RSW to be involved in the review of B & L Resources. The College now has quarterly meetings scheduled with CFS Division to discuss regulation of CFS workers. ED will reach out to CFS agencies compliant with the legislation to receive feedback on the benefits and challenges. Board member inquired about communication regarding member benefits – information available on website. ED will be meeting with Fairness Commissioner to complete informal annual review. ED preparing progress report for Winnipeg Indigenous Accord. Engagement with U of M is positive, with involvement on various committees.

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

- Lack of capacity in hospitals makes same-day admissions more challenging for MAID
- Hiring of Dean of Faculty of Social Work in progress. Suggestion that it would be helpful to have President of the University involved
- Continued rise in mental health
- Monitoring B & L Resources investigation.
- Board member inquired about approaching unions regarding registration issues. It was suggested that the College should be cautious about approaching unions as they have a very different mandate than the College. Members are often confused about the differing roles.
- Bill 29 passed. There will be 7 professional groups and social work will likely be in the professional-technical group.
- Clinical consolidation phase in health (bumping/deletions have stopped). Some changes still happening but staff changes have mostly resolved. Concern about staff morale and engagement in health sector.
- Monitoring Bill 5 re: PHIA amendment related to suicidal or at-risk patients and disclosing same to responsible person w/o consent.

V. Business Arising

a) **Approved Social Work Program Policy**

Ongoing review of previously presented draft policy.

- MCSW is not considering a mechanism for provisional approval of programs. If they do not meet criteria, the program will have the option of re-applying when criteria are met.

- Discussion regarding requirement for eligible faculty/staff of approved programs to be registered and impacts on recruitment and retention. Other professional faculties in of accredited programs have non-registered teaching staff. Suggestion that MCSW needs to set the tone – failure to require registration in a program approved by the College undermines the profession as whole. Faculty and staff should be registered in order to impart the ethics, values and standards of the profession on students.
- Discussion regarding exam use and whether this would shift teaching to exam materials. Suggestion that it is possible it could also have positive rather than negative effects.
- ED is on CASWE committee regarding barriers for non-accredited programs
- Several areas of wording clarification were suggested.

Wil Hedges and Alexander Sawatsky declared a conflict of interest and were excused from the meeting to consider the following changes:

- Add 'equivalent' of a 4-year program. 9/9 in favor
- Add "eligible *SOCIAL WORK* faculty and staff *delivering or supervising the program*". 8/9 in favor, 1 abstained
- Add "as determined by the Registrar" re: substantial changes or if concerns arise. 9/9 in favour
- Add university "*level*" social work program. 9/9 in favor
- Change to read "applicants who were "*enrolled*" in a year in which a program was not approved" 9/9 in favor.
- Add enactment comment to be added at the end indicating that currently approved programs will remain approved until first review to take place in a timeframe determined by the registrar 9/9 in favour

ED will make changes and bring policy back to next meeting.

b) Financials - 2018-2019 – 3rd quarter Financial Report

Be it resolved that the 2018-2019 3rd quarter financial report is approved as presented. (Mary Heard/Adam Chrobak) CARRIED.

VI. New Business

a) 2019-2020 Budget

2019-2020 budget was reviewed with projected deficit. If deficit budgets continue, may need to review the registration costs and see if they are sufficient to sustain the College.

Be it resolved that the 2019-2020 Budget is approved as presented. (Adam Chrobak/Gwen Kydd) CARRIED.

b) Substantial Equivalency Evaluation Guidelines

ED and Manager of Registration presented the guidelines, developed in consultation with CASWE, U of M, USB, Booth and other social work regulatory bodies. Content Specialists will be recruited to complete the education assessments. Amend to "policy" rather than "guidelines".

Suggest Motion: Be it resolved that the Substantial Equivalency Evaluation Policy is approved as amended. (Joshua Van Mulligan/Adam Chrobak) CARRIED.

c) Federal Securities Checks

Proposal for MCSW to accept federal securities check as recommended by the MB Fairness Commissioner. Applicants would still need to complete Canadian/MB records checks for their time in Canada.

Be it resolved that the Manitoba College of Social Workers will accept background checks completed by the federal government for internationally educated applicants with permanent resident status. (Mary Heard/Kaylen Lamb) CARRIED.

d) Interjurisdictional Electronic Practice

Online counselling/practise is occurring and seems largely unregulated. If adopt policy, questions about jurisdictional issues as it relates to complaints. Suggestion that registration applications and renewals screen who is engaged in this type of practice (i.e. RSW's 'must' self report if they are providing e-practice). Any practitioner who provides this type of work must agree (with MCSW) to abide by the standards of practice/code of ethics of the College where the client resides. Ideal would be to have 'umbrella' agreement between all social work colleges so all agree with some basic principles of managing online practitioners. ED will discuss/explore further at national meetings.

e) Collaboration, Support and Issue Response – Guiding Principles

The Collaboration, Support and Issue Response Guiding Principles were reviewed. Intent is to provide Registrar with guidance and criteria of how to manage requests for collaboration and support. National issues are generally directed to CASW, particularly if MCSW is already engaged in the issue as a Federation partner. Matter will be re-considered after the Board determines definitions of policy and guidelines.

f) Social Work Week/CASW Distinguished Service Award

The Board considered 2 nominations for the Distinguished Service Award.

Be it resolved that Jill Brown is the recipient of the 2019 CASW Distinguished Service Award. (Alexander Sawatsky/Jan Christianson-Wood) CARRIED.

MCSW will arrange keynote speaker for Social Work Week. Suggestion to focus on mental health. Board member recommended Big Daddy Tazz.

g) Reconciliation - CASW/MCSW Presentation & Discussion

Tabled to next meeting

h) Review of Board terms

Three Board member terms expiring in the fall. One Board member term eligible for re-election. Nominating committee was encouraged to consider potential applicants. Nominations open over the summer.

VII. Meeting Wrap-up

Board members encouraged to attend Social Work Week Reception on March 21, 2019

VIII. Adjournment

(Mary Heard & Josh Van Mulligan) CARRIED