

**Board of Directors Meeting  
June 20, 2019**

**Minutes**

**Present:** Vicki Verge Burgess, Marlyn Bennett, Adam Chrobak, Florette Giasson, Gwen Kydd, Kaylen Lamb, Darlene MacDonald, Tanis Newsham, Alex Sawatsky, Joshua Van Mulligan, Jan Christianson-Wood, Wil Hedges, Ray Hildebrand, Amelie Findlay, Barb Temmerman

**Regrets :** Mary Heard, Virginia Hnytka

**Called to order at 9:15 AM**

- 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**  
Addition to new business: Promotion of the profession/marketing.  
***Be it resolved that the June 20, 2019 Agenda is accepted as amended. (Florette Giasson/Marlyn Bennett) CARRIED.***
- III. **Minutes**  
***Be it resolved that the Minutes of February 21, 2019 are approved as presented. (Tanis Newsham/Marlyn Bennett) CARRIED.***
- IV. **Standing Items**
  - a) **President/Executive Committee Report**  
Executive Committee working on the Board and Executive Director Evaluations and succession planning for ED position. Will be brought to Board for further discussion at future meeting.
  - b) **Committee Reports**
    - **Registration Committee** – Joshua Van Mulligan  
The Committee continues to meet monthly. Seeing international applicants that have education requirements but not the practical experience hours. There are 20 substantial equivalency applications in the queue.  
  
2232 registrants, 2046 Practicing, 186 Non-Practicing, 150 student members, 93% renewal rate. 157 did not re-register for various reasons, no particular theme.
    - **Continuing Competence Committee** - Vicki Verge Burgess  
The Committee is recruiting for workshop proposals for the AGM and Education Event. Meeting monthly, not advancing audit process at this point. Focusing on education plan for the year.  
  
82 members who declared they did not meet the CCP requirement upon renewal. 153 members declared that they completed the requirements but did not. They were given conditions on their registration to complete the hours by June 1 or be cancelled. Only 7 registrants were cancelled due to non-compliance.

AGM and Education Event – Looking to feature Missing and Murdered Indigenous Women and Girls Report. Board member feels this is very important to have this discussion at the Education Event.

- **Complaints Committee** – Tanis Newsham  
The Complaints Committee is meeting monthly and there are 23 current cases which include private practice issues, mandatory reporting to College for terminations, self-report during renewals and others.
- **Inquiry Committee** – Barb Temmerman  
3 cases at inquiry at different stages. No cases have gone to a full hearing. The Inquiry Panel acts as the judge. They hear the evidence as its presented, not in advance.
- **Bylaw Committee** – Barb Temmerman  
The Committee has reviewed the full Bylaws and are completing second review for consideration of issues requiring legal analysis and/or Board consideration.
- **Nominating Committee** – Darlene MacDonald  
There are 4 board member positions available - 2 member reps, 1 public rep and 1 student rep. 1 of the incoming 3 positions must be a representative from outside of the capital region (student position is member at large).

Board member noted that the current MB government has decided that boards can't be more than 11. Executive committee will follow up.

- c) **CASW Report** – Raymond Hildebrand & Jan Christianson-Wood  
Recent meeting held in Saskatoon. CASW hired 2 contractors who are looking at the scope of practice and code of ethics guidelines with a reconciliation lens. One contractor is the primary author of child welfare report and revealed the scope is more complex than expected.

IFSW Calgary 2020 conference – delayed in confirming major speakers. Conference to include English, French and will also include Spanish.

CASW Distinguished Service Award nominations – typically presented in March and call for nominations released the end of each year. Suggestion to put the call out earlier, at the same time as the call for nominations for board members. Idea is to plan for event in jurisdiction of award recipient.

- d) **Operational Update** - Barb Temmerman
- The French translation of the Ethics e-learning is nearing completion and will be forwarded to the web developer in the coming weeks.
  - The College has partnered with Circles for Reconciliation. The sessions are facilitated by topic and MCSW members were invited to attend circles. Online registration is available and there have been several registrations from members who have agreed to be trained as facilitators.
  - Investigator guidelines for the Complaints program have been completed. The Complaints Committee is seeing an increase in statutory reports from employers related to employee terminations.

- MCSW now has quarterly meetings with CFS Division. Some Division positions have been designated as social work positions. Barb has reached out to the agencies that have supported registration and has had the opportunity to meet with a few. For the most part the meetings have been positive. Barb has never met the current Minister of Families. There is a new deputy minister, John Leggat. A letter will be sent inviting him to meet with the College.
  - Barb recently met with WRHA regarding informed consent and changes to Personal Health Information Act and how this is impacting social workers in the field. MCSW standards regarding consent appear to be higher than PHIA, which is confusing to some social workers.
  - The Canadian Council of Social Work Regulators meeting was held at the beginning of June. Trends in regulation include calls for more transparency, greater accountability relating to conflict of interest issues and ensuring primary regulatory role in order to maintain public confidence in self-regulation. Saskatchewan and New Brunswick Social Workers have been given authorization to diagnose. Clinical Social Worker is a designated and protected title in some jurisdictions. Plan to establish MCSW clinical private practice standards to establish criteria for qualifications and requirements for those engaged in clinical private practice as this is a public protection issue.
  - Dalhousie University in Halifax have submitted proposal to begin a bridging program for those who completed education outside of Canada who do not meet all SW education requirements. This is one of the recommendations from the MB Fairness Commissioner so MCSW hopeful this will be approved and available via Distance Ed.
  - Exam use across Canada varies amongst jurisdictions. 50% of provinces are using it in some way. BC has fully implemented it for all applicants with a pass rate of 96%. Other jurisdictions using it for re-entry to practice and clinical designations. The ASWB exam is not currently available in French, which is a barrier to full use in Canada. Alberta is using it for re-entry to practice. Saskatchewan is using it for their clinical designation. Board member shared that academics in BC did not feel consultation took place prior to exam being implemented. Academics argue that exam requires that social work programs teach to exam as opposed to what students should know. Others argue that exam tests entry-level basic competencies that are already covered in social work programs, which is evident bypass rate in BC. Exams are common in other professions. Further discussion regarding exam use will continue.
  - The Canadian Association of Social Workers is drafting a statement of reconciliation and apology.
  - The CASW is calling for nominations for the Glenn Drover award, which is available every 2 years.
- e) Social Work Issues – Board Members
- Board discussion regarding issuing a statement about overprescribing psychotropic drugs to youth. Board members are encouraged to read the [Virgo report](#). When it is a national issue, CASW typically issues the statement. Jan believes CASW has done some work in this area. Barb will explore for next meeting.
  - Board noted the high turnover in child welfare agencies. Barb shared that ED of one Indigenous child welfare agency reported that the retention rate has been better since they implemented a requirement for registered social workers. It continues to be challenging to recruit and maintain social workers in rural and northern communities.
  - Booth has hired a new field coordinator, which is a new and improved position for the Booth program.

- Trash Stigma event is a K-12 education program to decrease stigma about mental health issues.
- Dr. Michael Yellow Bird begins as new Dean of Social Work at U of M in July. The MSW-IK program continues to grow both in Faculty members and students.
- Make Poverty History sent a letter to the City of Winnipeg requesting their RFP for removal of temporary shelters be cancelled. They and other groups, including MCSW, were successful.
- Discussion of social work positions in the health field. No positions were lost, and 6 positions were added during the changes. Board member feels that there is a net loss of positions as some that were traditionally social work positions have been assigned to non-social workers.
- The 2SLGBTQ+ Winnipeg Community has suffered from recent deaths of 3 individuals. Chad Smith, Executive Director of the Rainbow Resource Centre from 2009-2014 passed away. Two young community members also recently passed away. Donations have been made in memory of the individuals to the Rainbow Resource Centre.
- First Book Canada provides new, high-quality books and educational resources to children and youth in need. Registration with First Book Canada is free and open to schools and organizations across the nation who serve children where at least 70% come from low-income households. <https://firstbookcanada.org/>

## V. Business Arising

### a) **Approved Social Work Program Policy**

Decision to remove the CASWE and CSWE objectives listed on policy and generalize wording added to reflect the current CSWE and CASWE objectives, rather than include a list that will need updating. (Item 7)

Discussion of “eligible social work faculty and staff delivering or supervising the program are Registered Social Workers.” Some board members feel this could be limiting the people who could be hired, as they may not want to be registered. Other board members that those eligible to be registered teaching social workers should be registered.

Discussion of exam for graduates of approved program. MCSW’s position that in the absence of accreditation, risk should be mitigated wherever possible. There are programs currently operating as non-accredited programs. The shared wish is that these programs become accredited and the liability does not sit with the regulatory body to approve programs.

The approved program can file an objection as to why they can’t meet the requirements in number 5 of the policy: exceptions to be considered at the discretion of the Registrar.

***Be it resolved that the Approved Social Work Program Policy is approved as amended (Adam Chrobak/Tanis Newsham). Alex Sawatsky recused himself from the vote. 6 in favour, 3 opposed CARRIED.***

### b) **Definitions - Policy, Procedures, Guidelines, Practice Directives**

Board supported framework going forward for definitions of governing documents. Change Standards to Code of Ethics/Standards.

### c) **Collaboration, Support and Issue Response Guidelines**

Board trialed the guidelines with the psychotropic drug issue to determine if it does support the vision, mission, values and strategic plan of the College.

***Be it resolved that the Collaboration, Support and Issue Response Guidelines are approved as presented (Joshua Van Mulligan/Marlyn Bennett). CARRIED.***

d) **Accessibility Customer Service Training & Acknowledgements**

Board previously passed a policy on accessibility, as required by legislation. For board members who have not yet signed the acknowledgement that they have completed the training video, please do so. Information will be re-circulated by email.

VI. **New Business**

a) **CASW Representative**

Darlene MacDonald volunteered to be CASW representative for Manitoba, which was positively supported by Board members. Darlene attended the June CASW meetings as part of transition plan.

Thank you and acknowledgement to Ray Hildebrand for his contributions as CASW representative!

***Be it resolved that Darlene MacDonald will begin her appointment as the Manitoba Director to the CASW Board of Directors effective October 10, 2019 (Florette Giasson/Tanis Newsham) Jan Christianson-Wood abstained from the vote. CARRIED.***

b) **Practice Auditor**

***Be it resolved that Liisa Cheshire, Manager of Regulatory Practice, is appointed as a practice auditor for the Manitoba College of Social Workers in accordance with Subsection 63(1) of the Social Work Profession Act. (Kaylen Lamb/Jan Christianson-Wood). CARRIED.***

c) **Committee Appointments**

***Be it resolved that Bonnie Kocsis and is appointed as MCSW Committee Member. (Tanis Newsham/Marlyn Bennett). CARRIED***

***Be it resolved that Calistus Ekenna and is appointed as MCSW Committee Member. (Marlyn Bennett/Adam Chrobak). Joshua Van Mulligan abstained from the vote. CARRIED.***

d) **Continuing Competence Program Compliance Resolution Policy revision**

Recommendation that extension for compliance with CCP requirements be revised from 60 days to 90 days, so it's consistent with the reinstatement period with the same deadline of June 30.

Discussion of whether to add a timeline to make former members compliant with their previous memberships CCP requirement. CCP compliance requirements may be considered as condition of registration at the discretion of registrar. Decision not to include in policy.

***Be it resolved that the Continuing Competence Program Compliance Resolution Policy is revised as presented. (Joshua Van Mulligan/Darlene MacDonald). CARRIED.***

e) **Substantial Equivalency Application Policy revision**

The policy includes a revision of expiry dates by phases so that applicants are not affected by College review periods. Each expiry date resets the clock for the next phase.

**Be it resolved that the expiry periods for Substantial Equivalency applications are revised as presented (Marlyn Bennett/Gwen Kydd). CARRIED.**

f) **Board Member Representation on External Committees Policy**

Reviewed chart of MCSW Committee representation on CCSWR, CASW, ASWB.

Amendment: Clarification on chart of 2 CASW reps (federation/board).

**Be it resolved that the Board Member Representation on External Committees Policy is approved as amended. (Gwen Kydd/Darlene MacDonald). CARRIED**

g) **AGM & Education Day**

The request for workshop proposals has been issued. The Annual Report is being compiled. Committee Chairs are to send their reports to Amelie.

h) **National Social Work Month themes**

CASW is considering themes for national social work month. Board reviewed the current options and selected the following by vote:

- #1 Revealing Hope, Unlocking Change
- #2 Advocates. Helpers. Changemakers.
- #3 United by Diversity Strengthened by Inclusion
- #4 Other

i) **Promotion of the Profession**

Board discussed importance of promoting profession in order to highlight our work to the public. Suggestions include: updating website to showcase what a social worker does, updating website to include pictures of board members that open to their biography, public awareness campaigns including tv campaign. CMLTM spent around \$30,000 per year that included a 2-week tv campaign with a 30 second spot. Would give full provincial coverage.

Newspapers are least efficient and bus advertisements cost \$15,000 for a 6-week run and is local. Discussion of social media options which may be a discussion for the strategic planning session or future Board meeting.

VII. **Business Arising**

a) **Financials - 2018-2019 – 4th quarter Financial Report**

Income was higher and expenditures were lower than expected. Program Support and Development includes the development of indigenous e-learning with partners. Will be done in the future. Salaries are lower than expected – hired the Manager of Registration later than anticipated and staff transition over summer resulted in unexpected period with vacant position.

**Be it resolved that the 2018-2019 4th quarter financial report is approved as presented. (Florette Giasson/Adam Chrobak). CARRIED.**

Question about board meetings outside of MCSW office. Barb is open to what ever the board wishes. Board members invited to send suggestions via email.

- VIII. **Presentation & Discussion - Reconciliation - CASW/MCSW**  
Tabled for future meeting.
- IX. **Meeting Wrap-up**  
Positive feedback from all board members.
- X. Adjournment – 3:20 PM  
***(Kaylen Lamb and Florette Giasson) CARRIED***