

Board of Directors Meeting
November 28, 2019



Minutes

Present: Vicki Verge Burgess, Mary Heard, Florette Giasson, Marlyn Bennett, Michelle Berard, , Beatrice Campbell, Wil Hedges (left at 1:30 PM), Adam Chrobak (not present 12:00 – 2:30 PM), Tara-Lee Procter (Maciuszonek), Darlene MacDonald, Voula Karlaftis, Gwendolynn Kydd (arrived at 11:35 AM), Barb Temmerman (ED/Registrar), Amelie Findlay (Recorder)

Regrets: Janice Christianson-Wood, Tanis Newsham, Alexander Sawatsky

I. Board Meeting 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. Additions or changes to the Agenda

Addition: Capitalization Policy

Be it resolved that the November 28, 2019 Agenda is accepted as amended. CARRIED.

III. Minutes

Be it resolved that the Minutes of the September 2019 MCSW Board Meeting are approved as presented. CARRIED.

IV. Board Orientation/Refresher

Barb Temmerman and Vicki Verge Burgess presented a board orientation and refresher. Presentation slides are available on the Board library and all policies are available on the website for public view. Discussion related to supporting and upholding decisions of the board. Going forward, Board meeting minutes to reflect motion and whether it was carried without indicating names of those making the motion.

All board members to complete the training for Accessibility for Manitobans Act and sign the declaration.

V. Meeting Evaluation Review

Reviewed meeting evaluation from September 12, 2019 Board meeting. Board member suggested discussing future meeting times – full day meeting vs. shorter meetings. Executive Committee will review.

VI. Election Items

i. Executive Committee Terms of Reference Revision

Terms of reference include two changes: 1) A board member can hold only one officer position on the Executive; 2) Executive committee includes a president-elect. This will allow for an additional year of mentoring. President-Elect could hold more than one position.

Be it resolved that the revised Executive Committee Terms of Reference are approved as amended. CARRIED.

ii. Officer Election Procedures Revision

Be it resolved that By-Law 2-7.3 is revised as follows: "Each officer shall sit for a term of one (1) year, which may be renewed by the Board for successive terms not to exceed four (4) years". CARRIED.

Be it resolved that the revised Officer Election Procedures are approved as amended. (Florette Giasson/Voula Karlaftis). CARRIED.

iii. **Election/Re-election of officer positions**

Voting took place for the election/re-election of officer positions.

iv. **Announcement of Officers**

President: Vicki Verge Burgess

Vice-President & President-Elect: Mary Heard

Treasurer: Florette Giasson

Secretary: Gwendolyn Kydd

Member-at-Large: Tara-Lee Procter (Maciuszonek)

VII. **Business Arising**

a) **Financials - 2019-2020 – 2nd quarter Financial Report**

\$225,000 added to investments in November 2019. Reserve fund policy dictates target amounts. Credential Securities is our investor and meeting was held to ensure only ethical investments were made as outlined in the Investment Fund policy.

Be it resolved that the 2019-2020 2nd quarter financial report is approved as presented. (Marlyn Bennett/Florette Giasson). CARRIED.

b) **AGM Debrief**

Discussion of keynote presentation and overall AGM feedback.

VIII. **Standing Items**

a) **President's Report**

Vicki attended the ASWB meeting in Orlando. Many common issues including the debate regarding whether social work educators should be registered. Reconciliation does not seem to be commonly understood with US regulators

b) **Committee Reports**

• **Registration Committee**

Joshua Van Mulligen's term ended as board member so committee is looking for a new chair. The College is currently auditing members with practice limitations.

• **Complaints Committee**

There are currently 25 active cases in various stages of progress. The College is now tracking complaints inquiries related to practitioners not registered. The College received 8 inquiries in 2019, 6 of which were related to child welfare workers. The College currently contracts with 2 investigators and is reviewing applicants for additional investigator positions.

• **Continuing Competence Committee**

A survey was completed related to member training needs/interests. The College facilitated the Circles for Reconciliation webinar on Orange Shirt Day with the CASW. The Ethics E-Learning is being translated into French and is in the final stages with the web developer. The San'yas Indigenous Cultural Safety Training has received

positive reviews from members and is being explored as an additional e-learning option.

- **Bylaw Committee**

The Committee is in the process of making recommendations for By-Law changes to be presented to the Board at a future meeting.

- **Inquiry Committee**

There are currently two new cases before the Inquiry Committee.

c) **CASW Report**

Darlene MacDonald attended her first CASW meeting in Ottawa for her first meeting as the CASW – Manitoba Director. The 2020 theme for Social Work Week is “United by Diversity. Strengthened by Inclusion.” A Statement of Apology and Commitment to Reconciliation was adopted and circulated.

d) **Operational Update**

The College resumed discussions with Department of Families representatives regarding the issue of registration of Department of Families social work staff. Deputy Minister, John Leggat, and Acting Assistant Deputy Minister of Corporate Services Division, Heidi Wurmman, indicated that they would not be making any changes to registration requirements in light of Bill C-92 and pending changes to the child welfare system. The Department of Families recently issued a notice to their staff that they are not to use RSW in their title. The College communicated with government representatives and met with Ms. Wurmman to advise them that RSWs are legally entitled to use the title Social Worker and Registered Social Worker. They acknowledged that this directive was sent without proper consultation and made a commitment to correct the error; however, no corrective action has been communicated with the College to date. Members have been advised of their entitlement to use their designation and the College has offered to support them in doing so.

The College completed a recent search of the online Government of Manitoba phone book and found that a number of unregistered practitioners were unlawfully using the title “social worker”. As a result, a second round of letters of caution were sent to the Department of Families.

The College continues to work towards a more cohesive and collaborative relationship with the Department of Families. Barb and Vicki have met with various CFS agencies and Authorities throughout 2019 to receive feedback regarding the College and registration of their social work staff with a view to build these relationships.

CASWE signed an MOU with the National indigenous Accreditation Board (NIAB). This matter will be brought to the Board for review at a future meeting.

It was clarified that Student Board Members are entitled to vote on a By-Law change at a board meeting.

IX. **New Business**

a) **Appointment of Practice Auditor**

Be it resolved that MCSW Manager of Registration and Professional Practice, Richard Lavoie is appointed as a practice auditor for the College. CARRIED

b) **In-Camera Session Policy**

Policy to go back for revision to reflect the decision that minutes will not be recorded during in-camera sessions of the Board.

c) **Event Registration and Fee Policy**

Be it resolved that the Education Event Cancellation/No Show policy is approved as presented CARRIED.

d) **Substantial Equivalency Policy revision**

Policy revision ensures that each course must meet the minimum pass grade established by the program in which it was completed in order for it to be considered.

Be it resolved that the revision to the Substantial Equivalency Education Evaluation Policy is approved as presented. CARRIED.

e) **Registration Committee Representative**

Be it resolved that Mary Heard is appointed as an MCSW committee member. CARRIED.

f) **New committee applications**

Be it resolved that Erin Coyne and Jennifer Dunsford are appointed as MCSW committee member on a committee as determined by the Registrar. CARRIED.

g) **CASW Distinguished Service Award**

Be it resolved that Jennifer Douglas is selected as the recipient of the 2020 CASW Distinguished Service Award. CARRIED.

h) **Social Work Week Theme**

CASW theme "United by diversity. Strengthened by Inclusion - Unis par la diversité. Fortifiés par l'inclusion" is adopted as the MCSW theme for Social Work Week. Florette Giasson will review French translation.

i) **Capitalization Policy**

Be it resolved that the Capitalization Policy is approved as presented. CARRIED.

j) **Meeting Evaluation Submission**

Board members encouraged to complete meeting evaluation.

X. **Strategic Plan Review**

Barb Temmerman presented on the progress of the current Strategic Plan. Presentation slides are available on the Board library.

XI. **Adjournment**

Be it resolved that the meeting of the Board of Directors is adjourned at 3:48 PM. CARRIED.