

Board of Directors Meeting  
September 17, 2020



Meeting Minutes

**Present:** Vicki (Burgess) Verge, Mary Heard, Darlene MacDonald, Wil Hedges, Beatrice Campbell, Florette Giasson, Janice Christianson-Wood, Tara-Lee Proctor

**Staff:** Barbara Temmerman (ED), Susan Jurkowski (minute taker)

**Guests:** Jeff Eckstein (11am), Jessica Neil (11am) - Auditors

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

Called to order: 9:00am

**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*

ED acknowledged that this would be the last board meeting for Tanis Newsham, Marlyn Bennett, and Michelle Berard. Members thanked for their years of service. Also thanked Vicki for her role as president.

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

ADDITIONS – Electronic SW Practice Policy, Criminal Record Declaration Policy Review, Board Evaluation Model, Appointment of Student Representative to the Board

***Be it resolved that the September 17, 2020 Agenda is accepted as amended. CARRIED***

**III. Minutes**

***Be it resolved that the Minutes of the June 18, 2020 Board meeting are approved as presented. CARRIED***

**IV. Meeting Evaluation Summary**

This evaluation is circulated at the end of every board meeting for directors to complete. Platform feedback (Zoom) is positive. There was a request for a condensed meeting if possible. Some Directors posed questions around how the College will manage the large board turn over in 2021/2022.

**V. Standing Items**

**a) Executive Committee Report**

Executive Committee meeting items are on the agenda for the meeting.

**b) Committee Reports**

• **Registration Committee**

The College is seeking a Board representative for this Committee. Membership numbers were provided for a total of 2637 Practicing, Non-Practicing and Student members. Committee is currently reviewing Substantial Equivalency applications. One applicant in this category has been approved to write the exam.

- **Complaints Committee**

There are currently 26 active complaints in various stages of completion. The College is in the process of recruiting additional investigators to help with the volume of complaints. Beatrice Campbell is now the co-chair of this committee, along with Karen Kyliuk.

- **Continuing Competence Committee**

The committee is currently reviewing terms of reference and clarifying initiatives. Next steps include reviewing CCP compliance audit procedures and creating recommendations. The Committee would like to add a section on the website that would offer members resources relating to reconciliation, social work with Indigenous Peoples and anti-racism.

- **Bylaw Committee**

The College has presented information sessions regarding the By-Law amendments. Members have until October 8, 2020 to vote on the By-Law changes. Online advance voting on By-Laws is going well.

Overall a positive meeting with government regarding changes to the Social Work Profession Regulation. Minister has approved the changes in principle, most of which relate to streamlining the CCP requirements. Government representatives are moving the proposed revisions through the necessary processes.

- **Inquiry Committee**

There are currently 5 matters currently before the Inquiry Committee.

- **Nominating Committee**

The Nominating Committee announced that Darlene MacDonald, Mary Heard and Isaac Ansah were acclaimed to the Board for the 2020-2021 term.

The Nominating Committee also reported on the Volunteer Recruitment Survey Results, which were circulated to the Board.

**c) CASW Report**

CASW AGM was held via Zoom in June. Joan Whalen from Newfoundland & Labrador was elected CASW President and Jan Christianson-Wood has moved into the Past President role.

The CASW continues its social media campaign "Social Workers are Essential". CASW's Peer to Peer Facebook group is growing and has a large following. CASW has articulated its priorities to the Prime Minister regarding systemic racism reforms to end racism in Canada and issued a position statement of solidarity with the Association of Black Social Workers. They also released a climate change and social work position paper July 27, 2020. CASW joined NSCSW in a letter calling for a public inquiry into the Portapique mass shooting. Code of Ethics survey was sent out to all CASW members for feedback in July. The CASW board will meet in late October.

**d) Operational Update**

The College has one approved social work program – Booth UC. The approval must be reviewed periodically and MCSW has initiated the review process. Booth UC graduates will be required to complete the ASWB Exam beginning January 2021 as a requirement for registration with MCSW.

All staff have returned to office with appropriate COVID-19 protocols in place. Student grants have allowed continued employment of summer student until end of October.

MCSW continues audits of grandparented members who have changed positions and may be practicing outside of their approved practice limitation. Increase in private practice over the last few months, which has raised concerns regarding competencies of inexperienced practitioners. Clinical private practice standards are becoming a more critical issue.

Review has been initiated in accordance with the Approved SW Program Policy for Booth University College. Booth graduates will be required to write ASWB exam beginning in January 2021. Barb will re-circulate this policy as a refresher regarding the criteria. Review plan in progress. Florette Giasson offered to assist.

French language Ethics E-Learning workshop is now available. MCSW is in final stages of developing Ethical Decision-Making Framework. A session will be arranged with Board to review and approve this framework before it is introduced to members.

The College is considering webinar options for Orange Shirt day on October 20, 2020. The ED has joined a committee to plan Diversity Day in 2021. ED is also Vice-President of CCSWR and recently joined an Anti-Racism Working group from a social work regulation lens.

Regulatory trends in the profession were discussed. BC is moving to amalgamation of regulated health professions with one complaints tribunal. Alberta is moving to increase public reps on boards to 50%, and moving to separate integrated colleges and associations. Shifts from volunteer to paid appointed board members. In MB, most professions have single mandate regulatory colleges and separate associations.

In-Camera session requested related to matters subject to solicitor-client privilege

***Be it resolved that the Board will enter an in-camera session. CARRIED***

***Be it resolved that the Board will exit the in-camera session. CARRIED***

## VI. New Business

### a) Audit Review – Jeff Eckstein & Jessica Neil MNP

2020 Audit Findings report presented by Jeff Eckstein. 2019-2020 Audited Financial Statement presented by Jessica Neil.

***Be it resolved that the Board will enter in-camera session with auditor to confirm results of audit. CARRIED.***

***Be it resolved that the Board will exit the in-camera session with auditor completed for the purpose of confirming results of audit. CARRIED***

***Be it resolved that the audit report for the period of April 1, 2018 to March 31, 2019 is approved as presented. CARRIED***

### b) Appointment of Auditor – Florette Giasson

***Be it resolved that MNP shall be recommended as auditor for the April 1, 2020 - March 31, 2021 fiscal year at the October 21, 2020 Annual General Meeting. Abstained - Beatrice Campbell. CARRIED***

## VII. Business Arising

### a) Non-Practicing Members – Review of Legislation

Board review of legislation related to non-practicing members. Non-practicing members are required to refer to themselves as “non-practicing members” as they do not hold a certificate of practice and therefore can not use the designation RSW or refer to themselves as a Social Worker in accordance with the *Social Work Profession Act*.

The Act has no currency requirement for members in the NP category. A member can stay in the NP category indefinitely and can move to the P category at any point in time as long as their registration is current. They do have to have kept up with continuing competency or minimum practice hours like other professions do.

There was some discussion regarding retired members. When a person is retired they are not practicing and they have a choice to stay in either the practicing or non practicing category indefinitely, but the Act does not have a separate category for retired member that allows them to use the title social worker without a certificate of practice.

### b) Policy Review – Temporary Electronic Social Work Practice

The TESWP was created as a short term response to the pandemic to authorize social workers from other jurisdictions to provide service to clients who had relocated to Manitoba. This policy expires September 17, 2020. And will be replaced with new Electronic SW Practice Policy, which will require social workers in good standing from other jurisdictions to fully register with MCSW in order to provide service electronically to clients in Manitoba. Reduced fee applies only if they maintain registration in their home province and practice is limited to electronic practice.

***Be it resolved that the Electronic SW Practice Policy is approved as amended with a practicing limitation of electronic practice. CARRIED***

### c) Criminal Record Declaration Policy Review

RCMP and Winnipeg Police Service are now fully operational and offering checks. This policy is no longer needed. The College will remove this option from the website.

### d) Cost Recovery Policy

In situations where there is a finding of misconduct, members will generally be responsible for cost recovery of investigation and hearing, etc.

***Be it resolved that the Order for Cost Recovery Policy is approved as presented. CARRIED***

### e) Anti-Racism Response Plan

After the last meeting, there was some discussion around action items and planning regarding an anti-racism response plan. This is an item that requires some research and meaningful thought. Discussion regarding establishing working group of the Board to complete preliminary work for the Board to gather information for the Board to consider priorities and decide how to move forward.

Table this item until next Board meeting with new Board member input.

### c) Financials

#### **2020-2021 – 1<sup>st</sup> quarter Financial Report**

Generally expenses in many areas are low due to the pandemic. This may be a year to redirect/reserve additional. The College’s renewal rate is approximately 94%

*Be it resolved that the 2020-2021 1st quarter financial report is approved as presented. CARRIED*

**Continuation of New Business VI**

**d) Public Representatives Policy Review**

Addition that those with BSW/MSW are not eligible to serve as public member. Add exceptions considered at the discretion of the board.

*Be it resolved that the revisions to the Public Representatives Policy are approved as amended. CARRIED*

**e) New committee applications**

*Be it resolved that Dr. Hai Luo is appointed as an MCSW committee member on a committee as determined by the Registrar. CARRIED*

**f) AGM Planning**

The AGM is being held on October 21, 2020 at noon and will be held online. The College is in the final stages of choosing the platform and communicating this with members.

**g) Appointment of Student Representative to the Board**

The College currently has 13 confirmed members on the board. The Act allows for a maximum of 15 board members.

*Be it resolved that Kevin (Leo) Jacinto Flores and Darius Hovin are appointed as student representatives to the 2020-2021 Board of Directors for a term of 1 year. Abstain – Florette Giasson. CARRIED*

**h) Board Evaluation Model**

This tool is for the purpose of the Board's self-evaluation and recommended for approval by the Executive Committee.

*Be it resolved that the MCSW Board Evaluation Model is approved as presented. CARRIED*

VIII. Meeting Evaluation Submission Reminder - Please submit to [afindlay@mcsw.ca](mailto:afindlay@mcsw.ca)

IX. Adjournment **1:05pm**

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