

Winnipeg Indigenous Accord Partnership Plan Progress Report April 2021



The Manitoba College of Social Workers (“MCSW”, “the College”) continues in its commitment to reconciliation, implementing specific Calls to Action since signing Winnipeg’s Indigenous Accord in August 2017.

PROGRESS

The College continues to make progress on its Strategic Direction established in November 2017 to ***advance the reconciliation efforts of the social work profession.***

Goals identified include:

- i. Promote knowledge within the social work profession related to Indigenous Peoples, including their history, culture and spirituality.
- ii. Continue to promote participation of Indigenous representatives with College events and on the Board/committees of the College.
- iii. Engage in organized reconciliation efforts, including the continued partnership with the Winnipeg Indigenous Accord

The Social Work Profession Regulation requires all Practicing members to engage in learning specific to Indigenous cultural awareness. The College supports this requirement by providing and/or promoting relevant learning opportunities for social workers. The following educational events/initiatives have been attended or delivered by the College since April 2020:

- ❖ June & July 2020 – MCSW/CASW delivered 2-part national webinar series – Self-Awareness: The First Step to Anti-Racism; Heather O’Neale (846 participants/520 participants)
- ❖ October 2020 AGM, attended by 174 members included opening message from Knowledge Keeper, Clayton Sandy
- ❖ January 2021 – MCSW Staff, Board and committee members attended a full day workshop – Recognizing Bias and Diversity in the Regulatory Arena (17 participants)
- ❖ March 2021 – MCSW partnered with the City of Winnipeg during Anti-Racism Week to host a virtual panel discussion – Anti-Racism and Social Work: Moving from Awareness to Action; Shareen Denetto, Kaysi Katchmar, Sherri Alexander, Cynthia Sottie, Omar Abdullahi (181 participants)

The College participated with/supported its federation partner, the Canadian Association of Social Workers (CASW) with the following national initiatives since April 2020:

- ❖ MCSW Executive Director/Registrar is a member of the national Code of Ethics and Scope of Practice Committee with the Canadian Association of Social Workers. This committee includes

Indigenous members and is working with Indigenous consultants for the purpose of revising the Code of Ethics with an Indigenous lens. The Truth and Reconciliation Commission Calls to Action will inform revisions to the Code.

- ❖ MCSW Executive Director/Registrar is a member of the national Anti-Racism Working Group of the Canadian Council of Social Work Regulators to examine the role of professional regulators in supporting anti-racist social work practice
- ❖ April 2020 national webinar – Learning from the Experiences of Indigenous Children in Care, Landy Anderson
- ❖ May 2020 national webinar – Decolonizing Journeys, Dr. Kathy Absolon, Giselle Dias (426 participants)
- ❖ November 2020 national webinar – (Dis)placed: Indigenous Youth and the Child Welfare System – Film Screening, Bernadette Lahtail, Julie Mann-Johnson, Melisa Brittain, Michelle Briegel, Cindy Blackstock, Heather Johnson (1643 participants)
- ❖ December 2020 national webinar – Casualties of Care: Social Work as a Cog in the Machinery of White Supremacy, Khadijah Kanji (911 participants)
- ❖ March 2021 national webinar – The TRC Calls to Action: The role of social workers, Barb Martin (717 participants)

Indigenous Social Workers are important members of the Board of Directors and the College's committees with 7% representation on the Board and Indigenous representation on the Complaints, Inquiry, Continuing Competence and By-Law Committees. The current overall membership of Indigenous Social Workers registered with the College (via voluntary declaration) includes 344 (or 15%) as of April 2021. The College continues in its efforts to increase diversity and engagement with Indigenous members and partners:

- ❖ Ongoing partnership with Circles for Reconciliation
- ❖ Participation in Orange Shirt Day Events
- ❖ Participation in National Indigenous Peoples Day Events
- ❖ Meetings with Indigenous Child Welfare Authorities
- ❖ Meetings with Indigenous Leaders
- ❖ July 2020 – Circulated Volunteer Recruitment survey to scan level of interest and identify barriers to participation with the College
- ❖ March 2021 – MCSW issued call for Expressions of Interest for the Board of Directors with specific outreach to Indigenous representatives, organizations and partners

ONGOING IDENTIFIED RECONCILIATION GOALS:

- The College will continue to advance the reconciliation efforts of the social work profession

- Open Board of Directors meetings and College events with traditional territory and land acknowledgement
- Continue to promote participation of Indigenous Social Workers and public representatives on the Board and committees of the College
- Continue the development of a multi-year education plan to ensure Social Workers can receive education regarding the history and legacy of residential schools, United Nations Declaration on the Rights of Indigenous Peoples, treaties and Aboriginal rights, Indigenous law and Aboriginal-Crown relations, Indigenous approaches to social work, Aboriginal healing practices, intercultural competency, conflict resolution, human rights and anti-racism.

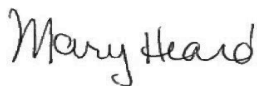
NEW GOAL

The Manitoba College of Social Workers is preparing to establish its 2022 – 2027 Strategic Plan with an Indigenous and anti-racist lens that furthers the principles of inclusivity, diversity and equity and includes:

- strategies and actions to continue forward on path to reconciliation in accordance with the recommendations of the Truth and Reconciliation Commission of Canada: Calls to Action
 - strategies and actions to establish meaningful Anti-Racism Action Plan
- ❖ December 2020 - Board of Directors established an Anti-Racism Working Group of the Board
 - ❖ April 2021 - Board of Directors issued Request for Proposals for a Strategic Planning Consultant/Facilitator with the following qualifications/experience:
 - Experience and knowledge related to the development of reconciliation and anti-racism action plans
 - Cultural awareness and knowledge specific to Indigenous Peoples of Manitoba
 - Knowledge of BIPOC issues within the Manitoba context

Participating in the Winnipeg Indigenous Accord supports the Manitoba College of Social Workers ongoing social justice efforts and affirms the College's commitment to honour and respect the equality, worth and dignity of all people. The College is grateful for the opportunity to evaluate and quantify our reconciliation efforts.

Sincerely,



Mary Heard, MSW, RSW
President



Barb Temmerman, MSW, RSW
Executive Director/Registrar