

Board of Directors Meeting
June 17, 2021
9 a.m.
via Zoom

MINUTES

Present: Mary Heard (President), Florette Giasson (Vice-President), Adam Chrobak (Treasurer), Gwen Kydd (Secretary), Tara-Lee Procter (Maciuszonek) (Member-at-Large), Darlene MacDonald (MB CASW Director), Isaac Ansah, Beatrice Campbell, Jan Christianson-Wood, Wil Hedges, Darin Hovius, Alexander Sawatsky

Staff: Barbara Temmerman, Amelie Findlay

Guest: Sherry Lyn Lam (Guest-MSW Practicum Student)

Regrets: Voula Karlaftis

I. Board Meeting Meeting Opening – Mary Heard

Land acknowledgement. Acknowledgement of two tragedies that recently occurred, the remains of 215 Indigenous children and the deaths of a 3-generation Muslim family. One minute of silence was held to honour the victims.

II. Welcome

III. Additions or changes to the Agenda

Be it resolved that the June 17, 2021 Agenda is accepted as presented. CARRIED.

IV. Minutes

Be it resolved that the Minutes of the March 19, 2021 are approved as presented. CARRIED.

V. Meeting Evaluation Summary

Summary was circulated, no questions or comments.

VI. Strategic Planning Proposals (in camera)

Be it resolved that the Board of Directors will enter in-camera session. CARRIED.

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

Be it resolved that CamProf, Inc is the successful applicant for the MCSW Strategic Planning project. CARRIED.

VII. Standing Items

a) Executive Committee Report – Mary Heard

The last meeting was held June 11, 2021. Since January 1, Booth grads have been writing the ASWB exam but CASWE is creating a path for programs like BUC to apply for accreditation. Positive response to call for Board member expressions of interest.

b) Board Working Group Reports

Anti-Racism Working Group – Isaac Ansah, Beatrice Campbell, Mary Heard, Gwen Kydd, Voula Karlaftis

Work of group on hold until strategic planning process starts. Barb consulted with the working group when drafting the “Every Child Matters” statement - thank you to the group for providing guidance.

The Board will establish a strategic planning working group when the strategic plan process begins.

c) Committee Reports

Registration Committee – Darin Hovius

2546 members, including students, 102 active applications. 96 cancelled registrants eligible for reinstatement before July. Renewal rate for 2021 is 93%.

There are no outstanding application reviews at this time. One appeal is in progress related to a non-approval for renewal of a membership.

Complaints Committee – Beatrice Campbell

Summary of complaints, as of June 9, 2021 include: 2 agreements/censures under negotiation, 3 Investigation Report ready for review by Committee, 3 dismissed complaints awaiting the appeal period, 9 investigations underway, 1 awaiting investigation, 5 new complaints in process, 1 appeal recently dismissed.

Continuing Competence Committee – Barb Temmerman

The Legislative changes to the Regulations have streamlined the CCP requirements and timelines for content specific workshops and workshop approvals. A revised version of the CCP Toolkit will be circulated to reflect changes in Regulation.

The Committee is also engaged in the ongoing development of a CCP audit plan. As in the previous update the audit is a non punitive approach to be phased in slowly beginning with a self-audit targeting 1% of the members. The focus of initial audits will review the completion of self-assessments and learning goals with potential to be more comprehensive as time goes on.

The CCP Committee continues to support the College in the development of educational opportunities, offering ideas for workshops, etc.

Inquiry Committee – Adam Chrobak

Resolved 4 matters since the last board meeting. One posted to website, the other 3 are related and will be posted to website soon. No further cases.

Finance Committee – Adam Chrobak

The committee met recently and reviewed current budget. Finance committee is recommending to the Board approve the 4th quarter financial statements. Investment presentation was done by investors. Current Finance Committee will have two members ending their terms. Recruitment will take place for the Finance committee.

Bylaw Committee – Jan Christianson-Wood, Wil Hedges

Review and revisions to the By-law and Regulation are complete. The government is not interested in opening the Act to revisions. Board decision to pause the By-Law committee until further notice.

Standards & Ethics Committee – Barb Temmerman

Committee met once and set priority items. Full review of Code and Standards to take place. MSW Practicum student is assisting with private practice standard review and development.

d) CASW Report – Darlene MacDonald

CASW has welcomed the return of Ontario Association of Social Workers. There will no longer be individual memberships with the CASW with the exception of Quebec.

CASW was invited to testify at the House of Commons Standing Committee on Justice and Human Rights on Elder Abuse. CASW participated in consultations in the search for a new Executive Director of Canadian Association of Social Workers Education.

Currently completing a review of CASW credentials evaluation service with the goal to improve and modernize the process. This is a program that is rapidly expanding and CASW needs to strengthen consistency and accountability.

Preparation is underway in preparing a document that will serve as a response to current discourse on the dissatisfaction with the perceived role of law enforcement and the potential role Social Workers might play as an alternative.

Position paper on Long Term Care and Dignity for Seniors will be presented next week at the Federation Meeting.

CASW and the Association of Black Social Workers continues their collaboration.

CASW AGM and Federation meeting takes place June 24, 2021.

e) Operational Update - Barb Temmerman

Leo Jacinto has submitted resignation from Board for personal reasons.

Vicki Verge Burgess also submitted resignation from the Board. Vicki is now a staff member and working as the Acting Manager of Regulatory Practice. ED consulted with President and reviewed any conflict-of-interest issues in advance. It is common for regulatory bodies to enlist former Board and committee members to temporarily fill staff positions where there is an immediate need. HR policy speaks to hiring term position without need for full recruitment process.

Discussion regarding governance/operational level of HR policy. Board is responsible for governance policies that tie to legislation. Staffing is not tied to legislation. Board and Executive Director determined and agreed that the HR Policy is operational and does not require approval of the Board. ED will continue to consult with legal as needed to ensure compliance with Labour Standards. Any issue that raises financial/reputational risk or liability to the College will continue to be discussed with the Board.

Board members who attended ASWB board training recently gave an overview of the training.

f) Reconciliation and Anti-Racism – Standing Item

MCSW has issued an RFP for Indigenous learning modules. Recent statements have been released: Every Child Matters and Standing Together.

MCSW has partnered with the Indigenous Helpers Society to deliver a webinar on Indigenous Day June 21. Mindfulness session encouraging reflection following the discovery of the remains of Indigenous children on the grounds of residential schools.

VIII. Business Arising

a) 2020-2021 4th quarter Financial Report

Expenses were less this year due to the pandemic.

Be it resolved that the 2020-2021 4th quarter financial report is approved as presented. CARRIED.

b) Board Succession Planning

MCSW has issued a call for expressions of interest, which has resulted in several formal expressions of interest. The President and ED will host an on-line information session at the end of June for those who wish to learn more about Board/Committee work.

Board members who are eligible and wish to renew their terms must submit nomination forms.

Board representation required on the appeal panels, CCP committee and Finance committee.

Tara-Lee Proctor (Maciuszonek) put her name forward for CCP Committee.

Be it resolved that Tara-Lee Proctor (Maciuszonek) is appointed as a member of the Continuing Competence Committee.) CARRIED.

c) Database Discussion

Be it resolved that the Board of Directors will enter in-camera session. CARRIED.

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

IX. New Business

a) Preferred Name Policy

Members are required to practice under their legal name but there are instances where Social Workers may prefer to identify themselves by a different first name, which is important for the 2SLGBTQ+ community. MCSW has consulted with legal regarding the proposed policy and no legal issues were raised.

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

b) Records/Registry Check Renewal Policy Revision

Several members were unable to get police check because of the restrictions related to the ongoing pandemic. They were approved with a condition to provide the checks until June 30th, but this timeline may not be sufficient.

Be it resolved that the revision to the Records/Registry Check Renewal Policy is approved as presented. CARRIED.

c) CCP Compliance Resolution Policy Revision

Relates to member's who haven't completed their CCP by the renewal deadline. There are also requirements for new members to complete requirements in the first 30 days. A revision to

the policy is requested to change the June 30 date to a more general “maximum of 90 days” to give flexibility to apply the policy to more than one situation.

Be it resolved that the revisions to the CCP Compliance Resolution Policy are approved as presented. CARRIED

d) Application for Registration Policy Revision

Added step 3, examination graduates from approved social work program.

Amendment: Change wording to “successful verification of education;” Verification of Education section: change word “or” to “and.”

Be it resolved that the revisions to the Application for Registration Policy - Degree are approved as amended. CARRIED.

e) Advertising Policy Revision

Revision: Fees reduced or waived at the discretion of the registrar (considered in practice for low-cost workshops of less than \$50)

Be it resolved that the revision to the Advertising Policy is approved as presented. CARRIED.

f) Practice Auditor

Be it resolved that Vicki Verge Burgess is appointed as practice auditor with MCSW. CARRIED.

g) New committee applications

Be it resolved that Ashley Vandepoele is appointed as a MCSW committee member on a committee as determined by the Registrar. CARRIED.

X. Adjournment – 1:30 pm