

Board of Directors Meeting
December 9, 2021
9 a.m.

Minutes

Present: Mary Heard (President), Tara-Lee Procter (Maciuszonek) (Vice-President), Tricia VanDenakker (Treasurer), Salina Fukumoto (Secretary), Sherry Ritchot (Member at Large), Isaac Ansah, Beatrice Campbell, Michaela Cardamone, Rikki Fontaine, Darin Hovius, Hai Luo, Buetta Warkentin

Staff: Barbara Temmerman, Executive Director/Registrar

Regrets: Voula Karlaftis, Kaysi Katchmar, Darlene MacDonald

Called to order 9:00 AM

I. Board Meeting Meeting Opening

Acknowledgement: The land on which we gather is Treaty 1 territory - the traditional territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and the homeland of the Métis Nation. The College acknowledges and respects the diverse histories and cultures of Indigenous Peoples across Manitoba in the spirit of reconciliation.

II. Welcome & Introductions

III. Additions or changes to the Agenda

Be it resolved that the December 9, 2021 Agenda is accepted as presented. CARRIED.

IV. Minutes

Be it resolved that the Minutes of the September 16, 2021 Board Meeting are approved as presented. CARRIED.

Be it resolved that the Minutes of the September 17, 2021 email vote to confirm the appointment of a committee member are approved as presented. CARRIED.

Be it resolved that the Minutes of the November 1, 2021 email vote to confirm the election/appointment of officers are approved as presented. CARRIED.

V. Meeting Evaluation Summary

Time will be given at the end of the meeting to complete the survey. 7 responses were submitted for the last meeting. Responses included request for more time on the strategic plan. There is designated time on today's agenda for this topic.

VI. Confirmation of Officers

The following Board members are confirmed as the 2021-2022 Executive Committee members

President – Mary Heard

Vice-President – Tara-Lee Procter (Maciuszonek)

Secretary – Salina Fukumoto

Member-at-Large – Sherry Ritchot

I. **Board Orientation/Refresher**

Barb Temmerman presented a PowerPoint orientation/refresher for the new and continuing board members including an overview of the College, governance and legislation, current strategic plan, policies, committees, affiliated organizations and board responsibilities. Discussion of unregistered practitioners, including Department of Families, current routes of entry including Substantial Equivalency and the former grandparenting provision.

Unregistered child protection workers were discussed, including reasons they may choose not to be registered.

University programs are developing curriculum to include content on professional regulation. Booth University College is an approved program and its students must write the ASWB exam to obtain registration. The College will review the timeline to determine how long new grads are waiting to write the exam. The exam is a new requirement that began in January 2022.

Other professions offer conditional licenses or supervision during the interim as students wait to write the exam. The Social Work Profession Act does not include a provisional category for students. Employers like WRHA are looking at hiring new grads but have to wait until the exam is written and the new grad is registered. Employers have been encouraged to consider their ability to develop an interim hire category. Barb will continue to look at this issue as a review of the approved program is completed.

II. **Strategic Plan Progress Review**

Barb reviewed the current strategic plan (2018-2021) and provided an update on the work completed.

- III. **Strategic Planning Update** There are 3 components of the initial phase of the strategic plan: a survey to members and stakeholders, interviews with key stakeholders, and focus groups. The survey includes many open-ended questions. The Board approved a CCP credit hour for members who complete the survey. The interviews include stakeholders from top practice areas: counselling/assessment, mental health, child protection, hospital social work. The interviews will be interactive. 4 focus groups identified: employers and professional associations, Indigenous stakeholders, diversity group, association/regulation/educators. The next step after the focus groups is data analysis. The Board will then come together to for strategic planning sessions.

IV. **Standing Items**

a) **Executive Committee Report**

No report at this time.

b) **Committee Reports**

• **Registration Committee – Darin Hovius**

As of December 6, 2021, current membership is 2708 (212 NP, 2332 P, 14 ESWP, 150 Student). 88 active applications (78 BSW/MSW from Canada, 5 BSW/MSW outside of Canada/USA, 3 BSW/MSW from USA, 2 Canadian SE). 85 Substantial Equivalency applications received since 2018 (3 open applications, 2 approved, 12 withdrawn, 45 expired, 23 not approved).

13 Booth grads have written the ASWB exam. 11 have passed. 1 chose to re-write and passed on the second attempt.

- **Continuing Competence Committee- Tara-Lee Procter Maciusonek**
 Legislation no longer specifies the number of hours required for content specific workshops. The Committee has also formalized a draft of a CCP audit tool and process. CCP audits are to be phased in slowly, beginning with a member self-audit targeting 1% of newly registered social workers. The focus of initial audits will review the completion of content specific requirements (1st year), self-assessments and learning goals. CCP audits will coincide with the 3-year CCP cycle and are expected to be more comprehensive in as time goes on. Also looked at trends in the complaints department to see if there are recurring deficits being brought forward by the public that may identify the need for training.
- **Complaints Committee – Beatrice Campbell**
 As of November 23, 2021, 30 complaints (16 active, 9 dismissed, 1 dismissed with letter of counsel, 4 proposed agreements). Of the 30 Complaints (above), 3 are in the process of being appealed to the Board with 1 appeal hearing having occurred and 2 scheduled. The Complaints Committee is also monitoring 4 ongoing agreements with members, related to older complaints not included in the total of 30 above. Custody and Access complaints are frequent. The Committee has talked about some education for standards in assessments for custody orders, also issues around confidentiality. The Complaints Committee recently had an educational session with the College legal counsel to learn about legal interpretation may need to be considered in handling of complaints.
- **Inquiry Committee – Barb Temmerman**
 There are no active cases before the Inquiry Committee at this time.
- **Finance Committee – Mary Heard, Tricia Van Dennaker**
 Committee reviewed terms of reference and suggests removing the information related to fundraising as it's contrary to the recent By-Law change.

The committee is looking to add one additional member. The time commitment is not onerous.

Be it resolved that revisions to the Finance Committee Terms of Reference are approved as presented. CARRIED.

- **Standards & Ethics Committee – Barb Temmerman**
 The Standards and Ethics Committee is reviewing the current MCSW Standards of Practice and Code of Ethics relevant to social workers in private practice. The purpose of their review is to develop private practice standards and directives for consideration by the Board. Primary areas that have been the focus of review for requirements are: educational requirements, experience, supervision. The AWSB Model Social Work Practice Act has been reviewed and considered along with other provincial requirements for similar jurisdictional social work practice. Progress has been made regarding minimum education requirements and experience. Current focus is to finalize proposed requirements related to academic obligations and experience. The next committee meeting will introduce a review of practice directives for

supervision, including supervisor qualifications/responsibilities and frequency of supervision.

c) CASW Report – Darlene MacDonald

No report at this time.

d) Operational Update - Barb Temmerman

MCSW lawyer Steve Vincent is retiring. Andrew Buck continues to work with the College. Barb met with Earl Stevenson of Peguis CFS. Peguis has been supportive of the College and requires registration of their social work staff. MCSW is preparing letter of advocacy to support their implementation of their new provincial act. Peguis CFS supports workers completing a diploma through Yellow Quill College. A recent meeting took place with Jay Rodgers (General Authority) and Norlyn Ritchie (Winnipeg CFS) about records disclosures in the context of complaints.

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

e) Reconciliation and Anti-Racism

- **Review of CASW Anti-Racism Statement**

CASW has requested input on their anti-racism statement. Board members can send feedback to Barb.

- **Land Acknowledgement Review**

Board members are encouraged to watch the YouTube video listed in the Land Acknowledgement review document.

Some people attribute all the harms as being in the past, which isn't the case. A suggestion to review The University of Winnipeg English department's land acknowledgement.

Suggestion of reviewing the treaties, may need to include more than Treaty 1. Phrasing the language so that its not only about the history of Indigenous Peoples, it's about the relationship that Canada and Manitoba have with Indigenous Peoples.

Who does the College need to consult with, what are the next steps when reviewing the land acknowledgement? The Board recommends having a sub-committee of the Board and engage an Indigenous expert. Michaela, Beatrice have volunteered to be a part of the sub-committee. Recommendations for the Indigenous expert can be sent to Barb.

V. Business Arising

a) 2021-2022 2nd quarter Financial Report

Overview of the 2nd quarter report as circulated. No questions were asked.

Be it resolved that the 2021-2022 2nd quarter financial report is approved as presented. CARRIED.

b) Inquiry Hearing Honorarium Review

Brought forward from last meeting to review honorarium policy. Attempt to recognize that this committee may have to take days at a time away from their jobs to sit at a hearing. The policy allows for \$200 for every full day, \$100 for half day, which includes writing the decision

as well. Feedback received from a member of the Inquiry Committee who is a private practitioner. The member was not able to book clients for these days. The full hearing didn't take place because an agreement was negotiated. Barb reviewed other College's practices and shared her findings with the Board. There were many different options presented by other Colleges. Upon review, Barb recommends a case-by-case basis. If a practitioner lost wages for days held, then the amounts listed in the policy would apply. Some concerns about consistency in applying the policy. "In the event of lost wages" is the wording preferred by the Board. Loss of personal time (vacation, etc.) should also be considered. Barb will re-draft the policy and bring it to the March meeting.

VI. New Business

a) Continuing Competence Program Activity Proposal

Be it resolved that "participating in surveys, interviews or focus groups related to the College's Strategic plan" is approved as a formal activity of the Continuing Competence Program. CARRIED.

b) Exam Use Policy revision

ASWB has exceptions that they will consider. If an exam writer fails but is within 2 points of passing, they do not have to wait the 90 days to re-write the exam. The change in policy reflects this.

Be it resolved that the revisions to the Exam Use Policy are approved as presented. CARRIED.

c) Glenn Drover Award

Issued every two years nationally. CASW is currently accepting nominations. Board members are encouraged to raise awareness or nominate an individual.

d) Board Member representation on Committees

Be it resolved that Rikki Fontaine is appointed as a member of the Finance Committee. CARRIED.

Hai Luo has agreed to be the Board liaison for the Standards and Ethics Committee, as she already sits on the committee.

Be it resolved that Sherry Ritchot is appointed as a member of the Inquiry Committee. CARRIED.

Be it resolved that Buetta Warkentin, Salina Fukumoto, Isaac Ansah are appointed as members of the Nominating Committee. CARRIED.

e) New committee applications

Be it resolved that Sherry Lyn Lam is appointed as a MCSW committee member on a committee as determined by the Registrar. CARRIED.

f) Social Work Month Theme

Every year CASW presents a national social work theme and MCSW usually adopts this theme.

Proposing to shift to Social Work Month, instead of Social Work Week. Operationally it would work well with the College.

Be it resolved that the CASW theme “In Critical Demand - Social Work is Essential/En demande critique - Le travail social est essentiel” is adopted as the MCSW theme for 2022 Social Work Month. CARRIED.

VII. **Adjournment 2:50 PM**