

Winnipeg Indigenous Accord Partnership Plan Progress Report April 2022



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 active participation of Indigenous representatives in the work of the College and on the Board/committees of the College.
- iii. Engage in formal and informal reconciliation efforts, including the continued partnership with the Winnipeg Indigenous Accord
- iv. 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:
 - a. 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
 - b. strategies and actions to establish meaningful Anti-Racism Action Plan

Promote knowledge within the social work profession related to Indigenous Peoples, including their history, culture and spirituality.

The Social Work Profession Regulation requires all Practicing members to engage in learning specific to the history, culture and spirituality of Indigenous Peoples; Canada’s relationship with Indigenous Peoples; and reconciliation, mutually respectful relationships and cultural safety. The College supports this requirement by providing and/or promoting relevant learning opportunities for social workers.

As of March 2022, the College had 2762 members, many of whom are public/civil servants and are employed in various sectors including health care services and child welfare. Throughout the year, all members were provided the opportunity to participate in the following educational events/initiatives delivered by the College since April 2021:

- ❖ June 2021 – MCSW partnered with the Indigenous Helpers Society to deliver a webinar, Every Child Matters: Transforming Grief and Sorrow into Determination and Action, Knowledge Keeper Don Robinson, Dr. Michael Yellow Bird, Dawn MacDonald (532 registrants)
- ❖ September 2021 - MCSW Launched Reconciliation Resources webpage
- ❖ October 2021 – MCSW hosted member workshop delivered by Cindy Blackstock, Systemic Racism and Reconciliation (216 registrants)
- ❖ March 10, 2022 – MCSW sponsored a national webinar Truth and Reconciliation delivered by Sandi Boucher, an internationally recognized speaker and member of Seine River First Nation (315 registrants)

The College participated with/supported its federation partner, the Canadian Association of Social Workers (CASW) with the following national initiatives since April 2021:

- ❖ May 26, 2021 – Wanted: Moral Courage in Social Work, Dr. Cindy Blackstock (849 registrants)
- ❖ October 21, 2021 – Defunding the Police: Implications for Social Work, Centre for Indigegogy, Giselle Dias & Jessica Hutchison (797 registrants)
- ❖ September 2021 national webinar – Decolonizing Social Work Practice, Education and Research, Centre for Indigegogy, Giselle Diaz & Jessica Hutchison (1046 registrants)
- ❖ November 2021 national webinar – Abolition and Transformative Justice: Re-Imagining Social Work, Centre for Indigegogy, Giselle Dias & Jessica Hutchison (748 registrants)
- ❖ January 2022 national webinar – Circles for Reconciliation, Grace Schedler & Raymond Currie (606 registrants)

The College has also delivered and/or sponsored webinars specifically focused on learning related to diversity and anti-racism:

- ❖ July 2021 national webinar – Afrocentric Social Work book launch, Association of Black Social Workers (254 registrants)
- ❖ September 2021 – MCSW partnered with the Rainbow Resource Centre to deliver webinar, 2SLGBTQ+ Awareness, Inclusion, and Affirmation, Bre Giesbrecht (118 registrants)
- ❖ March 17, 2022 national webinar – Gender-Based Violence Counselling: Tools and Approaches That Empower, Dana Warren (663 registrants)

- ❖ March 29, 2022 national webinar – Celebrating Pioneers of African Descent in Social Work: Passing the Torch, Association of Black Social Workers (185 registrants)

In an effort to develop a more structured Indigenous learning education plan specific to the profession of social work, MCSW approached the Canadian Association of Social Workers in 2021 regarding the possibility of a national social work learning series. Discussions are currently taking place with Indigenous academic programs regarding this initiative.

Continue to promote active participation of Indigenous representatives in the work of the College and on the Board/committees of the College.

Indigenous Social Workers are important members of the Board of Directors and the College's committees with 13% representation on the Board and Indigenous representation on the Complaints, Inquiry and Continuing Competence Committees, as well as the Strategic Planning Working Group, which also includes participation of an elder and an Indigenous grandmother. The current overall membership of Indigenous Social Workers registered with the College (via voluntary declaration) is 714 or 27% as of April 2022. The College continues in its efforts to increase diversity and engagement with Indigenous members and partners:

- ❖ Executive Director meets regularly with Indigenous elder to guide and inform planning and decision-making
- ❖ Specific outreach to Indigenous representatives, organizations and partners for membership on the Board and Committees
- ❖ Board of Directors considering ways to increase College engagement with Indigenous communities and organizations as part of Strategic Plan

Engage in formal and informal reconciliation and advocacy efforts, including the continued partnership with the Winnipeg Indigenous Accord

- ❖ 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
- ❖ Ongoing partnership with Circles for Reconciliation, which brings to together Indigenous and non-Indigenous People to bridge understanding

- ❖ Participation in Orange Shirt Day Events
- ❖ Participation in National Indigenous Peoples Day Events
- ❖ June 2021 – Every Child Matters - MCSW issued formal statement and apology for profession’s role in supporting residential schools and engaging in child welfare practices that have resulted in ongoing separation and trauma <https://mcsw.ca/wp-content/uploads/2021/06/Every-Child-Matters-FINAL.pdf>
- ❖ September 2021- MCSW honoured National Day for Truth and Reconciliation <https://mcsw.ca/wp-content/uploads/2021/09/National-Day-for-Truth-and-Reconciliation-FINAL.pdf>
- ❖ January 2022 – MCSW issued open letter calling on the provincial and federal governments to support the Indigenous governing bodies in implementing The Act respecting First Nations, Inuit and Metis children, youth and families <https://mcsw.ca/wp-content/uploads/2022/01/Open-Letter-Fair-and-Equitable-CFS-funding-FINAL.pdf>
- ❖ March 2022 – MCSW and CASW recognized Clemene Hornbrook, Executive Director of Peguis Child & Family Services with the 2022 Distinguished Service Award for her instrumental role in leading the development and implementation of the first autonomous Indigenous child welfare legislation in Manitoba

Establish Strategic Plan with an Indigenous and anti-racist lens that furthers the principles of inclusivity, diversity and equity

In 2021 – 2022, the Manitoba College of Social Workers engaged in broad consultation to inform the establishment of its next strategic plan. Consultation included surveys, focus groups and interviews, which included outreach to and participation of Indigenous representatives and groups.

- ❖ In April 2021 the 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
- ❖ In July 2021, the College established a contract with strategic planning consultant group comprised of 50% Indigenous representation, including an Indigenous Manitoba social worker
- ❖ In September 2021, the Board of Directors established the Strategic Planning Working Group, which is comprised of 50% Indigenous representation, including an Elder and an Indigenous grandmother

Amended Legislation, Practices, Processes and Policies

In 2021, the Social Work Profession Regulation was amended to include:

- ❖ gender-inclusive language
- ❖ an expansion of the description of required learning in the area of social work with Indigenous People and
- ❖ the formal acknowledgement of participation in traditional sharing circles, teachings and/or ceremonies as part of the Continuing Competence Program.

In December 2021, the Board of Directors established a Land Acknowledgement Working Group for the purpose of reviewing and developing a renewed land acknowledgement for the College

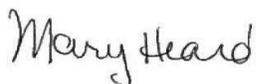
- ❖ In March 2022, the Land Acknowledgement Working Group delivered a two-hour presentation to the Board of Directors highlighting the context, meaning and purpose of land acknowledgements

NEW GOAL

- ❖ Complete a comprehensive review of Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls to identify specific goals to advance progress on the MMIWG2S+ Calls for Justice

Participating in the Winnipeg Indigenous Accord supports the Manitoba College of Social Workers ongoing social justice efforts and affirms the College's commitment to reconciliation. 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