

**Board of Directors Meeting
December 7, 2023**



MINUTES

Present: Jen Meixner (President), Mary Heard (Past-President), Trechelle Bunn, Beatrice Campbell, Salina Fukumoto, Wil Hedges, Cecilly Hildebrand, Kaysi Katchmar, Alex Sawatsky, Faith Ugwu, Tricia VanDenakker, Buetta Warkentin, Barb Temmerman (Executive Director/Registrar), Amelie Findlay (Administrative Services Manager), Xander Musto (Regulatory Practice Clerk), Andrea Evans (Administrative Assistant), Catherine Collette (Manager of Regulatory Practice)

Regrets: Rikki Fontaine, Darin Hovius

I. Welcome and Board 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. Introductions

Hai Luo has resigned from the board due to personal and work commitments. The Board thanks Hai for her service.

III. Additions or changes to the Agenda

Addition to Agenda under New Business - Bursary Fund

Be it resolved that the December 7, 2023 Agenda is accepted as amended. CARRIED.

IV. Board of Directors Overview

PowerPoint presentation of overview of College highlighting mandatory registration which includes both use of title and representation as a social worker. Board members are encouraged to review all policies available on the MCSW website. A reminder that Board members are regulators and the primary responsibility is protection of the public.

V. Executive Committee Positions

Descriptions of available executive committee positions were pre-circulated. Discussion of roles. Amelie will send out an email opening expressions of interest for the positions. Once expressions of interest are gathered, candidates will be either circulated by vote or acclaimed.

VI. Strategic Plan - Foundational Knowledge

Board members viewed foundational videos on Two-Eyed Seeing and the Seven Sacred Teachings. Reviewed two-eyed seeing in practice and discussed the MCSW Values intertwined with the Seven Sacred Teachings.

VII. Minutes

No changes to minutes.

Be it resolved that the Minutes of the September 28, 2023 Meeting are approved as presented. CARRIED.

Be it resolved that the Minutes of the Board vote appointing Chinago (Faith) Ugwu as a student member representative of the Board of Directors for a one-year term are approved as presented. CARRIED.

Be it resolved that the Minutes of Board vote appointing Trechelle Bunn as a member of the Board of Directors to complete an unexpired public representative term for a one-year period are approved as presented. CARRIED.

Be it resolved that the October 23, 2023 Minutes of the Board vote approving revisions to the Public Representative Policy are approved as presented. CARRIED.

VIII. Meeting Evaluation Summary

The meeting evaluations are provided to Board members after each meeting to provide feedback and suggest any areas for improvement. Reviewed September 2023 evaluation summary.

IX. Standing Items

a) Committee Reports

- Executive Committee
Report previously circulated.
Reminder about expression of interests for the Executive Committee.
- Finance Committee
A call will be put out to board members for interest in joining the Finance Committee.
- Registration Committee
Discussion of matrix of good moral character.
- Continuing Competence Committee
Report previously circulated.
- Complaints Committee
Report previously circulated.
Wil Hedges nominated as Board liaison to Complaints Committee.
- Inquiry Committee
Report previously circulated.
Meets once a year as a refresher, but committee only convenes when a case is at the discipline committee level. The Inquiry Committee panel acts as a judge and has a lawyer to guide them. The College has a separate lawyer and the registrant may have a lawyer.
A call out to Board Members for interest in the Inquiry Committee. Mary Heard indicated she would join if no other interest from other Board members.
- Standards & Ethics Committee
Report previously circulated.
Primary discussion on this committee is private practice standards. A call out to board members for interest on this committee.
- Land Acknowledgement Working Group
Report previously circulated.

b) CASW Report – Salina Fukumoto

CASW is meeting on December 14, 2023. New Code of Ethics will be launched in January 2024. Documents available to show the changes and why the change is happening.

c) Operational Update - Barb Temmerman

Staff – Full staff compliment.

Thentia (Database)- Migration to new version of database delayed to May due to delay on Thentia's end with staffing and MCSW renewals beginning February 1.

AGM – virtual on October 26, 2023 - Positive feedback on AGM and Strategic Plan.

Education Event – October 13, 2023 - Positive feedback on Education Event.

MB Elections – Sent letter to Premier, Minister of Families, Minister of Education, Minister of Health, Minister of Housing, Addictions and Homelessness and Minister of Mental Health, Minister of Justice.

MB Advocate – meeting in January, letter also sent to MB First Nations Family Advocate. New regulation in place about serious injury reporting requirements. Barb is reviewing with legal team in order to develop a guideline.

Indigenous Accord Gathering – November 27, 2023, full day of workshops, panel discussions. Dr. Anderson, keynote speaker, she shared a youtube video about reconciliation in the workplace. Video will be posted in the library.

OMFC – review of Duty to Collaborate responsibilities, the need for regulators to work with educators to address any gaps in internationally educated applicants.

IT contract – increases in new budget year, recommendation to increase cyber insurance so reviewing options.

Review of Fees – looking at increase to fees, Temporary Social Worker Policy, retired social worker designation in other social work college and regulatory bodies in MB.

Statements and Days of Recognition – policy consideration. International issues – IFSW handles, National issues – CASW handles, Provincial Issues – MCSW can comment on.

ASWB – Delegate Assembly in November - Exam discussions continue.

Registrar's Meeting - workforce data, enrollment data, private practice standards, psychedelic therapy.

CASW – Code of Ethics to be introduced in January, board members should attend CASW code of ethics learning sessions.

Staff team will be meeting about strategic plan for their departments. Consideration for consultants to advise on EDI and reconciliation initiatives.

d) Social Work Topics and Trends

Barb still in discussions with regulated health alliance group. Social Work in most provinces is under the regulated health professions act, but Manitoba is not.

Discussed Jordan's Principle and the need for more social work positions in health care.

X. Business Arising

a) 2nd Quarter Financials

Clarification that Education Event expenses will be reported in next quarter.

Be it resolved that 2nd quarter financials are approved as presented. CARRIED.

b) CASW Distinguished Service Award

2 nominations received. Given annually provincially.

c) Glenn Drover Award

Given every 2 years nationally.

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

The Board of Directors has directed the staff to process the recommendation for the Glenn Drover Award.

The Board of Directors reviewed the nominations and made a selection for the CASW Distinguished Service Award.

d) Governance Discussion Items

Review of board member compensation. Discussion of Inquiry Committee compensation and potential for demand of panel members losing wages to attend a hearing. Wil Hedges, Mary Heard, Faith Ugwu and Amelie Findlay to form a working group to discuss the different options and to discuss whether to distinguish compensation between public representatives, students and member representatives.

e) Legislative Review Committee (formerly By-Law Committee)

Reviewed Terms of Reference – typo for correction under “Authority.”

The committee shall be composed of: at least two members of the board.

Be it resolved that the Legislative Review Committee Terms of Reference are approved as amended. CARRIED.

Be it resolved that MARY HEARD & SALINA FUKUMOTO are appointed as members of the Legislative Review Committee. CARRIED.

XI. New Business

MCSW was asked to contribute to the Golden Anniversary Legacy Fund (specific to UM). The Board discussed and decided to keep scholarship money in house and declined a contribution to this fund.

In-Camera Policy amendments:

Addition to policy of discussion and decision relating to award recipients.

Be it resolved that the revisions to the In-Camera Session Policy are approved as presented. CARRIED.

XII. Adjournment