

Request for Proposals (RFP): Standards of Practice Consultant

The Manitoba College of Social Workers (MCSW or “the College”) invites applications from qualified consultants to support the redevelopment of MCSW’s Standards of Practice.

Overview

The Manitoba College Social Workers is the provincial body that regulates and supports the profession of Social Work in Manitoba. The College receives its authority from *The Social Work Profession Act*. The College is governed by a Board of Directors. Membership includes approximately 2800 social workers, non-practicing members and students.

Objects of the College:

1. To promote and increase the professional knowledge, skills and proficiency of its members as Social Workers;
2. To regulate and govern the professional conduct and discipline of its members, students and professional corporations, consistent with the principles of self-regulation in the public interest;
3. To promote and foster in the public a greater awareness of the importance of Social Work; and
4. To generally advance the professional interests of its members.

One of the College’s key functions is to develop and maintain Standards of Practice for the profession to direct and maintain safe, ethical and competent social work services in the interests of public protection.

Practice Standards:

- have an explicit purpose that aligns with the College’s public interest mandate
- outline minimum practice expectations in a clear and easily understood manner
- inform the public, employers and stakeholders about what they can expect with respect to professional social work services
- regulate, guide and provide direction to social workers in all areas of practice (clinical, policy and administration, education, research) of their professional obligations
- guide and evaluate social work conduct, providing a benchmark for the level of performance of a competent social worker
- assist social workers in decision-making within their social work practice

The redevelopment of the MCSW Standards of Practice will consider the newly introduced Code of Ethics established by the Canadian Association of Social Workers (CASW or “the Association”). The CASW Federation is comprised of 10 provincial and territorial partner organizations, including the Manitoba College of Social Workers.

The purpose of the Code of Ethics is to serve as a foundation for the ethical practice of social work in Canada. Regulatory bodies are required to set standards of practice that put into action the ethical behaviour required of a social worker to ensure safe, ethical and competent professional practice. While

the purposes of the Code and the Standards are distinct, ethical decision-making is considered in conjunction with professional standards; therefore, the two documents must be consistent and complementary.

For more information about MCSW visit the website at www.mcsw.ca

For more information about CASW visit the website as [About CASW | Canadian Association of Social Workers \(casw-acts.ca\)](http://AboutCASW.ca)

Project Description

The redevelopment of the MCSW Standards of Practice (SOP) to be consistent with the Canadian Association of Social Worker's 2024 Code of Ethics and align with the mandate, legislative requirements and strategic plan of the College.

General Requirements

- Review of foundational documents to be considered in the redevelopment of Standards of Practice
 - MCSW Code of Ethics & Guidelines for Ethical Practice (2005)
 - MCSW Standards of Practice (2015)
 - Technology in Social Work Practice Standards (2017)
 - CASW Code of Ethics (2024)
 - Social Work Profession Act, Social Work Profession Regulation, MCSW By-Laws
 - MCSW Strategic Plan
 - Truth and Reconciliation Commission Report and Calls to Action
 - United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
 - Reclaiming Power and Place: the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls
 - Southern Chiefs Organization – Survey on Experiences of Racism in Manitoba Health Care System
 - Spirit Bear Plan
- Environmental scan of relevant Codes of Ethics and Standards of Practice in other jurisdictions/professions
- Collaborate with the MCSW Board of Directors, Executive Director/Registrar, MCSW staff and the Standards and Ethics Committee
- Consultation with the Board of Directors, Membership, Committees, staff and relevant stakeholders
- Develop a revised Standards of Practice document considering the specific needs and context of Manitoba that integrates reconciliation and equity, diversity and inclusion principles
- Identify strategies and actions to support an implementation plan for the revised MCSW Code of Ethics and Standards of Practice

Qualifications & Experience

The successful candidate/organization will demonstrate:

- Experience in the research and development of professional Standards of Practice
- Experience working with non-profit organizations
- Experience and knowledge related to the advancement of reconciliation and anti-racism
- Cultural awareness and knowledge specific to Indigenous Peoples of Manitoba
- Knowledge of BIPOC issues within the Manitoba context
- Experience and knowledge related to board governance, professional regulation and the social work profession
- Facilitation and engagement/consultation skills working with boards of directors, members, staff and key stakeholders
- Highly developed project management skills
- Eligible professionals must be registered with their appropriate regulatory body

Timeline

MCSW is seeking to begin this project in approximately April 2025.

Proposal Requirements

1. Consultant/Facilitator Profile
 - Name, Title and Contact Information
 - Description of relevant background
 - Description of services offered
2. Qualifications and Experience
 - Outline the how the consultant/organization meets the required qualifications and experience as detailed in the RFP
3. Service Process Overview
 - Process for delivering services that are customized for, responsive to and aligned with MCSW's organizational needs
 - Description of approach to planning, facilitating and redeveloping the Standards of Practice
4. References & Sample Work
 - Provide two references
 - Provide two sample documents for which consultant/organization provided service
5. Proposed Timeline & Costs
 - Detail project map, including phases, milestones and timelines to guide project development
 - Detail total cost with an itemized breakdown of fees and deliverables, including all taxes and expenses

Indigenous consultants and organizations are strongly encouraged to apply. Please submit proposals with subject line: **RFP STANDARDS** to info@mcsw.ca. Open until filled.

MCSW reserves the right not to accept the lowest or any bid proposal submitted through this process. Full or partial in-kind proposals are welcome. No payments will be made to the consultants for the preparation and submission of proposals in response to this request.