

Winnipeg Indigenous Accord Partnership Plan Progress Report April 2025



The Manitoba College of Social Workers (“MCSW”, “the College”) continues in its commitment to reconciliation since signing Winnipeg’s Indigenous Accord in August 2017.

PROGRESS

Promote knowledge within the social work profession related to Indigenous Peoples, including

- (i) the history, culture and spirituality of Indigenous peoples,**
- (ii) Canada's relationship with Indigenous peoples, and**
- (iii) reconciliation, mutually respectful relationships and cultural safety;**

The Social Work Profession Regulation requires all Practicing members to engage in professional development activities related to the above-noted areas as part of the Continuing Competence Program. The College supports this requirement by providing and/or promoting relevant learning opportunities for social workers.

As of March 2025, the College had 3124 members, many of whom are public/civil servants and are employed in various sectors including health care services, social work education and child welfare. MCSW highlighted, recognized and distributed the following information in its member communications:

- ❖ April 2024 – Reconciliation Through Education, National Centre for Truth and Reconciliation and Office of Lieutenant Governor of Manitoba
- ❖ April 2024 – Unity – Bridging Worlds: Indigenizing and Decolonizing Mental Health Research Symposium
- ❖ April 2024 – The Medicine Wheel, Indigenous Peoples and the Cancer Experience
- ❖ May 5, 2024 – National Day of Awareness of MMIWG2S+ - Highlighted various event taking place across Manitoba
- ❖ May 10, 2024 – Bear Witness Day – Highlighted Jordan’s Principle and related non-compliance orders
- ❖ June 2024 – National Indigenous Peoples Day and related events
- ❖ June 2024 – Residential School History and Legacy 101 Workshops
- ❖ June 2024 - Reconciliation Through Education Series
- ❖ September 2024 – Reconciliation through Indigenous Education
- ❖ September 2024 – National Day for Truth and Reconciliation
- ❖ September 2024 – Reconciliation Run
- ❖ September 2024 – National Centre for Truth and Reconciliation Lunch and Learns

- ❖ November 2024 – [National Indigenous Veterans Day](#)
- ❖ January 2025 – Highlighted various learning opportunities related to social work with Indigenous Peoples
 - [Manitoba Harm Reduction Conference](#)
 - [Indigenous Relationship and Cultural Awareness Courses](#)
 - [Indigenous Canada Course](#)
 - [Aboriginal Worldviews and Education](#)
 - [Manitoba Indigenous Cultural Safety Training](#)
- ❖ March 2025 – [International Day for the Elimination of Racial Discrimination](#)
- ❖ March 2025 – [Growing Together: Healing Communities Through Reconciliation and Land](#)

In addition, MCSW maintains a [Reconciliation and Anti-Racism Resource Hub](#), which provides core knowledge resources and event information for social workers and the public.

Throughout the year, the MCSW delivered and /or supported its federation partner, the Canadian Association of Social Workers (CASW) to provide the following workshops/initiatives/statements:

- ❖ September 2024 – [Two-Spirit Knowledge](#) (588 attendees)
- ❖ October 2024 – MCSW Education Event - Exploring the Path to Reconciliation: Integrating Anti-Racism and EDI in Social Work (52 participants)
- ❖ November 2024 – [Canadian Social Workers Join Indigenous Voices in Urging Reform to the Nin-Insures Health Benefits Mental Health Program](#)
- ❖ January 2025 – [Foundations for Reconciliation in Social Work](#) (278 participants)
- ❖ March 2025 – [Bigidendan “Release if from your Mind” using Indigenous Adapted CBT Mindfulness meditations and imagery techniques](#) (309 participants)

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

Indigenous Social Workers and public representatives are important members of the College’s governance and operations. Four (4) of fourteen (14) current Board members are Indigenous representatives, including the President of MCSW. 33% of MCSW employees are Indigenous. MCSW also has Indigenous representation on the Executive, Inquiry, Legislative Review and Land Acknowledgement Committees. The College continues in its efforts to increase diversity and engagement with Indigenous members and partners:

- ❖ April 2024 – Preferred Name Policy was revised to recognize a member’s choice to use their traditional name when providing social work services.
- ❖ October 2024 – MCSW held an engagement session with members and opened [Indigenous Social Work Engagement Survey](#) to gather insights from Indigenous social workers and social work practitioners (registered and non-registered), organizations, and community members to

identify opportunities, barriers, and priorities in advancing Indigenous inclusion and reconciliation.

- ❖ November 2024 – CASW Honors Murray Sinclair
- ❖ November 2024 – MCSW honours Murray Sinclair
- ❖ January 2025 – MCSW congratulates Grand Chief Kyra Wilson, RSW
- ❖ March 2025 – MCSW opened registration for an April 2025 Indigenous Engagement Session to gather input on how MCSW can support and work with Indigenous communities, ensuring that social work regulation reflects Indigenous ways of knowing and meets the needs of First Nations, Métis, and Inuit communities.
- ❖ March 2025 - MCSW Board of Directors approved the establishment of an Indigenous Advisory Circle
- ❖ March 2025 – MCSW finalized position description for Manager of Advocacy and Engagement who will be responsible for developing and maintaining the Manitoba College of Social Workers' advocacy and engagement strategies and advancing strategic goals related to reconciliation and equity, diversity and inclusion. In alignment with the Manitoba College of Social Workers Strategic Plan, this position will be open exclusively to Indigenous candidates, honouring MCSW's commitment to increase Indigenous representation in social work leadership and regulation.

College events include a Land Acknowledgement and opening by Elder/Knowledge Keeper/Indigenous representative. The Executive Director meets regularly with an Indigenous Elder/Knowledge Keeper to guide and inform planning and decision-making.

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 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
- ❖ The Land Acknowledgement Working Group continues its work in developing a renewed land acknowledgement for the College. A draft has been completed and is currently being piloted.
- ❖ June 2024 – MCSW Executive Director/Registrar attended Prairie Child Welfare Consortium - goal is to build capacity, at the different levels of all systems that support children, families, and communities in the Prairie Provinces, while ensuring respect for needs for engagement of First Nations and Métis Communities in the delivery of child welfare services.
- ❖ June 2024 – MCSW representatives participated in Circles for Reconciliation Indigenous Peoples Day Celebration

- ❖ September 2024 – MCSW Executive Director held Reflection Runs throughout the month and invited members to join her at the 3rd Annual Reconciliation Run on September 30, 2024.

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

In October 2023, MCSW introduced its Mission, Vision and Values along with the 2023-2028 Strategic Plan, which defines MCSW's vision for the future and identifies organizational goals and objectives. MCSW has embedded Reconciliation and Equity, Diversity and Inclusion as core pillars of our Strategic Plan. The MCSW Strategic Plan is guided by the values of the College and the Seven Sacred Teachings and takes on a Two-Eyed Seeing approach, integrating Indigenous and Western knowledge systems.

Strategic Plan 2024-2025 highlights:

- ❖ In 2024, MCSW partnered with consulting firm Indigenous Strategies under the leadership of CEO, Rebecca Chartrand, to establish a comprehensive action plan to support the Strategic Plan
- ❖ Indigenous Strategy completed a review and gap analysis of MCSW legislation, policies and processes in order to identify key initiatives and recommendations considering the following key documents:
 - Truth and Reconciliation Commission (TRC) Calls to Action
 - National Inquiry into MMIWG Calls for Justice
 - United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
 - Spirit Bear Plan
 - Bill C-92 (Indigenous Child Welfare Jurisdiction)
 - Southern Chiefs' Organization (SCO) Racism Report
- ❖ Key consultation through focus groups, round table discussions and surveys with Indigenous social workers, organizations and communities

This important work continues into 2025 as Indigenous Strategy will complete their analysis of data gathered from key engagement sessions and surveys to inform their final report.

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 Calls for Justice

MCSW completed a review of The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls and identified commitments to a number of specific Calls for Justice.

With the assistance of Indigenous Strategy consultants, MCSW has measured its legislation, policies and processes up against the MMIWG2S+ Calls for Justice

Promote knowledge and raise awareness within the social work profession to combat violence against Indigenous women, girls and 2SLGBTQIA people.

On November 25, 2024, MCSW Executive Director was honoured to march alongside representatives and students of the University of Manitoba Inner City Social Work Program and many other community partners to mark International Day for the Elimination of Violence against Women.

This year, MCSW supported its federation partner, the Canadian Association of Social Workers (CASW) in providing the following workshop:

- ❖ November 2024 – Addressing Gender-Based Violence and Intimate Partner Violence: A Cultural Perspective for Social Workers (328 participants)

MCSW highlighted, recognized and distributed the following information in its member communication e-bulletin:

- ❖ May 2024 – Pride Season
 - Pride Winnipeg
 - Rainbow Resource Centre
- ❖ May 2024 - National Day of Awareness for Missing and Murdered Indigenous Women and Girls
 - The Federal Pathway
- ❖ December 2024 – Improvements to Access Gender Affirming Care in Manitoba

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,



Jennifer Meixner, MA, BSW, RSW

President



Barbara Temmerman, MSW, RSW

Executive Director/Registrar