

**Board of Directors Meeting
April 18, 2023**



Minutes

Present: Mary Heard (President), Salina Fukumoto, Tricia VanDenakker, Rikki Fontaine, Cecilly Hildebrand, Darin Hovius, Kaysi Katchmar, Hai Luo, Darlene MacDonald, Jen Meixner, Buetta Warkentin, Barb Temmerman (Executive Director/Registrar), Jacqueline Shortridge (Director of Professional Practice), Amelie Findlay (Administrative Services Manager)

Regrets: Isaac Ansah, Beatrice Campbell, Lorelei Harris, Sherry Ritchot

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. Additions or changes to the Agenda

Addition: Board member participation on appeal panels (tabled to next meeting)

Be it resolved that the April 18, 2023 Agenda is accepted as amended. CARRIED.

III. Minutes

No changes.

Be it resolved that the Minutes of the December 1, 2022 Meeting are approved as presented. CARRIED.

Be it resolved that the Minutes of the online vote related to the CASW Distinguished Service Nominee are approved as presented. CARRIED.

IV. Meeting Evaluation Summary

Discussion about when Board notation on agenda when an item requires a decision vs. a discussion. When there is a suggested motion that means a decision is required, however it can be tabled for further discussion as needed. Visuals will be displayed at board meetings where possible.

V. Standing Items

a) Committee Reports

- Executive Committee
Report previously circulated. Change Salina's last name in report to Fukumoto.
- Registration Committee
Report previously circulated.
- Continuing Competence Committee

Report previously circulated.

- Complaints Committee
Report previously circulated.
- Inquiry Committee
Report previously circulated. No matters before the Inquiry Committee.
- Standards & Ethics Committee
Report previously circulated.
- Finance Committee
Report previously circulated.
- Land Acknowledgement Sub-Committee
Report previously circulated. Recommendation to shift to working group model. Public representatives and community members will be included. This committee was developed to specifically work on the land acknowledgement, and anything related including resource documents for members and organizations to create their own land acknowledgements.

Be it resolved that the Terms of Reference are approved as presented. CARRIED.

- Strategic Planning Working Group
Report previously circulated.
- Nominating Committee
Terms of reference previously circulated.

Be it resolved that Buetta Warkentin, Salina Fukumoto and Kaysi Katchmar are appointed to the 2023 Nominating Committee. CARRIED.

- b) **CASW Report** – Darlene MacDonald
Report previously circulated. Discussion of commitment level for new representative.
- c) **Operational Update** - Barb Temmerman
MCSW now has 8 staff which helped renewals run smoothly this year. First review underway with Fair Registration Practices office.

Barb is meeting with UM and ASWB in May to discuss the ASWB exam. Seeing discrepancies in pass rates for applicants representing diverse groups.

The UM Faculty of Social Work has been having discussions with child welfare agencies and the messaging supports the need for qualified practitioners with social work degrees to provide child welfare services. This is a great example of an opportunity for a meaningful partnership between the university and MCSW. ED will be meeting with U of M representatives in May.

MCSW advocating for participation with the MB Alliance of Health Regulatory Colleges. Alliance discusses regulatory policies, trends and issues.

The College continues its ongoing efforts to advocate for social service agencies, and specifically government as an employer, to require registration of eligible employees with social work degrees who are engaged in the practice of social work.

- President and ED met with Deputy Minister Michelle Dubik January 31, 2023
- Discussed representation clause, trends in other jurisdictions, govt staff requirements, use of professional designation, CFS Act Review, protection of practice
- Followed up with letter on March 7, 2023
- Considering options to bring matter forward as part of provincial election

Strategic Plan – Working with Vincent Design on marketing and roll-out.

ED continues to participate in 3 CASW committees – CASW fee formula, Indigenous Learning Series, Code of Ethics.

ASWB – ED appointed to Regulations and Standards Committee. ED attending ASWB meetings in New Orleans tomorrow. Meeting with Administrators from across Canada and US first day – agenda includes mobility, social work supervision, exam, ASWB governance. 2 days focused on research in regulation.

CCSWR – ED is Vice-President of CCSWR and member of Intersectoral Committee.

CLEAR – International conference takes place every 5 years and ED will attend meeting in May. Includes all professions and a special meeting of international SW regulators has been arranged to discuss workforce issues and SW regulation. Topics include digital practice, using data to assess risk, DEI initiatives, governance, compassion in regulation.

VI. **Business Arising**

a) **2022-2023 – 3rd & 4th Quarter Financial Report**

4th quarter numbers available for review due to Board meeting scheduled after end of fiscal year. The Board and Finance Committee support this timeline for future years.

First year College has incurred a deficit since new legislation in 2015. The Program Support line was under-utilized. It originally included an Indigenous learning module however a grant proposal was submitted to develop a national program through the CASW. Plans are also underway to develop a module to recognize the provincial context.

Be it resolved that the 2022-2023 3rd and 4th quarter financial report is approved as presented. CARRIED.

b) **2023-2024 Budget**

In-person education event costs will be offset by registration fees; no summer student needed this year due to the new staff; CASW will be increasing fees over the next few years; MCSW is now a member of the Canadian Network of Agencies of Regulation.

Highest number of new members this past year. Shifts in additional employers requiring registration of social work staff.

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

Be it resolved that the 2023-2024 budget is approved as amended and considering a 5% COLA adjustment to employee salaries. CARRIED.

c) Code of Conduct Review

Proposed changes include clarification regarding attendance. If a Board/committee member misses 50% of required meetings/events, a review will be initiated. The staff representative would keep track of attendance and initiate a discussion with the committee/board member along with the Chair.

Suggestion that meeting dates to be added to all committee libraries.

Be it resolved that the revisions to the Code of Conduct are approved as presented. CARRIED.

d) Committee Selection Policy

Proposed change to allow the complaints committee to determine whether a committee member who has a complaint filed against them must step away from the committee.

Be it resolved that the revisions to the Committee Selection Policy are approved as presented. CARRIED.

e) Exam Use Policy

Route of entry chart updated to reflect other policies that have been updated.
Policy needs to be updated to provide framework if a member fails the exam 3 times.
Discussion of whether to allow a 4th and final exam. ASWB standard is recommended 3 attempts as statistics show success rates go down the more times the exam is written.

Board amendments: after 2 fails a remediation plan will be developed, 1 third and final attempt permitted after remediation.

Be it resolved that the Exam Use Policy is approved as amended. CARRIED.

VII. New Business

a) Approved Social Work Program Policy

Amendment to consider eligibility of National Indigenous Accreditation Board social work degree programs under the Approved Program Policy.

Be it resolved that the revised Approved Social Work Program Policy is approved as presented. CARRIED.

b) Succession Planning – CASW Representative & President

Mary's term as President is ending in 2023. She is eligible and intends to extend her Board term by one year to serve as Past President and provide mentoring/support.

Board members encouraged to consider position of President. Item tabled for discussion at June meeting.

Be it resolved that Salina Fukumoto is appointed as the next CASW MB Director to take effect on the date of the 2023 Annual General Meeting. CARRIED.

Adjournment of Board Meeting – adjournment 12:02 p.m.