

EXECUTIVE DIRECTOR/ REGISTRAR ANNUAL REPORT



SOCIAL WORKERS ACT

On May of 2016 amendments to the Nova Scotia Social Workers Act were proclaimed and renewed our organizations mandate:

- to serve and protect the public interest,
- preserve the integrity of the social work profession;
- Maintain public confidence in the ability of the social work profession to regulate itself, and;
- in the public interest, advance and promote the practice of social work;
- encourage members to participate in affairs promoting the practice of social work;
- advocate for the development, enhancement and promotion of policies to improve social conditions and promote social justice.



MISSION



The Nova Scotia College of Social Workers exists to serve and protect Nova Scotians by effectively regulating the profession of social work. We work in solidarity with Nova Scotians to advocate for policies that improve social conditions, challenge injustice and value diversity.



NSCSW **PILLARS** OF SERVICE

What we focus on to deliver on our mandate:

Regulation:

We establish, maintain, and regulate standards of professional practice to ensure Nova Scotians receive the services of skilled and competent social workers who are knowledgeable, ethical, qualified, and accountable to the people who receive social work services.

Member Services:

We provide membership services to support registered social workers in maintaining the highest standards of professional competency, and that enable participation in a broader provincial social work community.

Engagement and Communication:

We engage with members, Government, employers, community groups, and citizens to build a stronger social work community, and to advance the social work profession in Nova Scotia.

Advocacy:

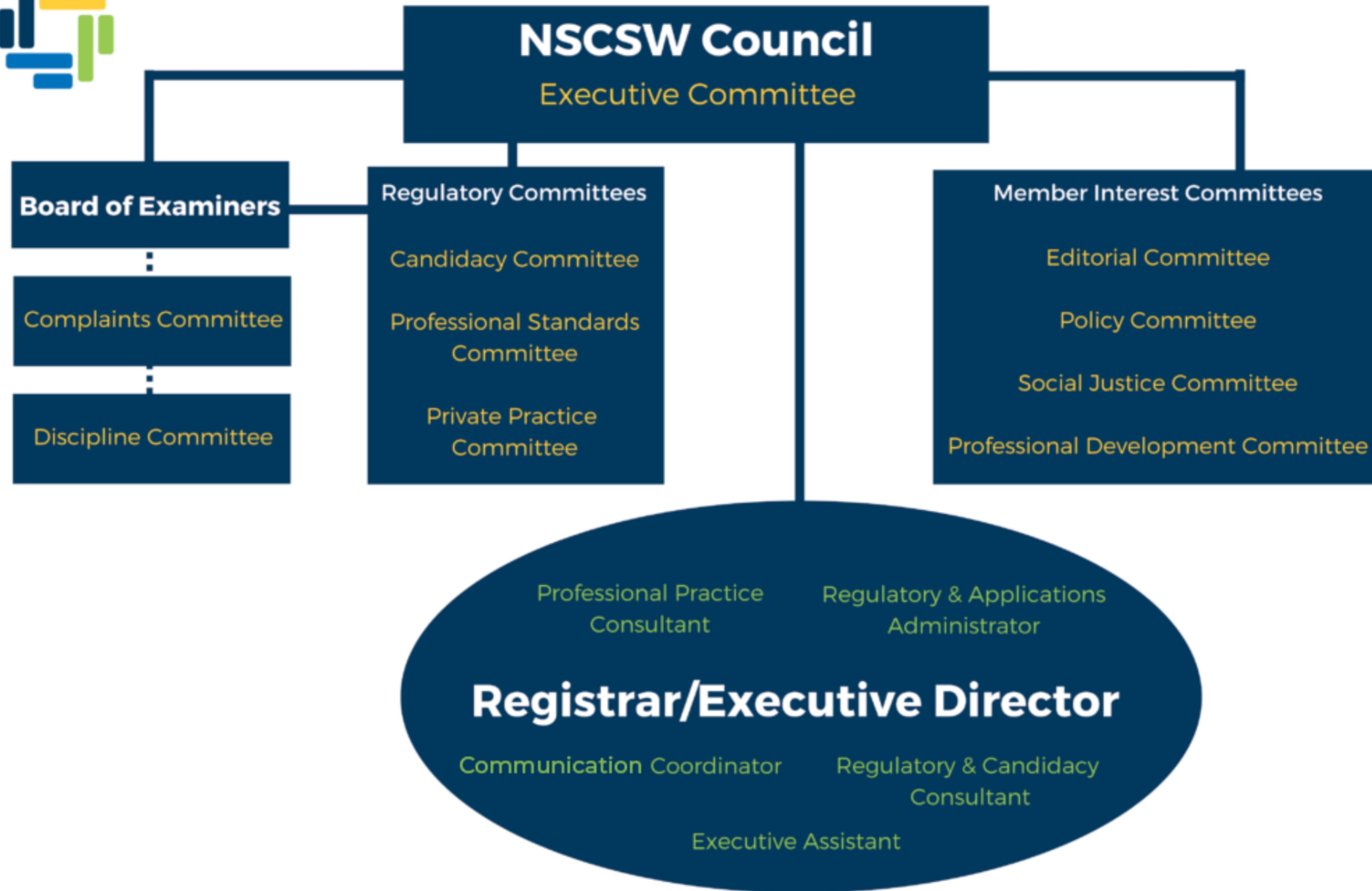
We engage with Nova Scotia's social work community in advocating for improvement to social policies, programs, and social justice.

Leadership and Accountability:

We provide responsive, accountable leadership to ensure the highest standards of social work for Nova Scotians.



Our Governance



OUR STRATEGIC PLAN

OUR FOUNDATION FOR GROWTH

Goal # 1 We regulate the profession by ensuring the highest standards of professional and ethical social work practice for the people of Nova Scotia.

Outcomes:

- Nova Scotians see the candidacy program as a strong and relevant approach to regulation.
- The NSCSW has removed barriers to labour mobility between provinces.
- Members bring the spirit of the Standards of Practice and Code of Ethics to life.



OUR STRATEGIC PLAN

OUR FOUNDATION FOR GROWTH

Goal # 2 We are a recognized leader in advocacy and social justice working to protect Nova Scotians.

Outcomes:

- Nova Scotians see the NSCSW as a credible source for critical analysis and innovative solutions to social justice issues.
- Government actively engages the NSCSW to inform policies and legislation that impact social justice and social planning.
- The College works towards the goals of the Truth and Reconciliation Commission.



OUR STRATEGIC PLAN

OUR FOUNDATION FOR GROWTH

Goal # 3 Nova Scotians value social work knowledge, experience and training.

Outcomes:

- Social workers are influencers in positions of leadership.
- Nova Scotians are aware of the diversity of social work practice.
- Employers recruit Registered Social Workers for their essential social work lens grounded in human rights, equity and social justice.
- Social Workers are engaged in meaningful and rewarding work, that makes a difference to the social conditions in Nova Scotia.



OUR STRATEGIC PLAN

OUR FOUNDATION FOR GROWTH

Goal # 4 We are a centre for social work resources, professional development, ethical consultations, research and act as the collective voice for social work.

Outcomes:

- Members are supported by the College throughout their career.
- Members are a part of the NSCSW's progressive support.
- Members contribute to social work's collective voice.
- NSCSW works to enhance social worker well-being.
- NSCSW works to build conditions for social work success.
- Social workers from marginalized communities and both urban and rural settings are engaged with the NSCSW and their voice is represented within the organization.



OUR STRATEGIC PLAN

OUR FOUNDATION FOR GROWTH

Goal # 5 We are responsible, accountable and transparent.

Outcomes:

- Nova Scotians value and trust the NSCSW.
- Demonstrated accountability as a regulatory body.
- Clear autonomy of regulatory function and membership services.



CURRENT CHALLENGES

IN THE DELIVERY OF ETHICAL SOCIAL WORK PRACTICE

Neoliberalism is at the root of all challenges when practicing social work:

- Rising inequality and the continued class divide between the rich and the poor has allowed the voices of oppressed particularly those of our racialized communities to go unnoticed, eroded trust, and increased anxiety and illness for all;
- Entrenchment of the patriarchy, which has pitted rational thought against emotional thought and devalues the work of professional care which is predominantly done by women;
- Governments enacting austerity policies (expanding corporate influence in the process) to cut the cost of care, institutionalize new management systems, and centralize government services, leading to highly top-down bureaucratic systems;
- Managerialism that devalues and deskills professional competence, and creates a management framework which aims to run government services like a business—searching for efficiencies rather than promoting human connection.



CURRENT CHALLENGES

THIS CREATES A TENSION IN SOCIAL WORK PRACTICE

Code of Ethics calls on Social Workers to:

- dedicate practice to the welfare and self-realization of all people;
- to use and develop scientific and professional knowledge;
- to develop the resources and skills to meet individual, group, national and international changing needs and aspirations;
- to work towards the achievement of **social justice** for all.
- work toward empowerment of people who are vulnerable, oppressed, and/or living in poverty.
- to be committed to the advancement of human rights as enshrined in Canadian law, as well as in international conventions on human rights created or supported by the United Nations.



IMPACT ON SOCIAL WORK PRACTICE

Neoliberalism creates a context for social work practice that significantly challenges social work practice.

- The individual, rather than the state, is responsabilized for social risks such as illness, (dis)Ability, unemployment, and poverty, with a focus on the individual's ability to be self-managed and regulated and ultimately responsible for their own "problems;"
- Neoliberalism holds no responsibility for individuals while simultaneously deploying discursive indirect techniques to control them. Subsequently, individuals blame and shame themselves if they are unable to cope or are struggling;
- Today, neoliberalism demands significant individual focus on self-management, self-discipline, and regulation through "rational choices"
- This leads to individualized, decontextualized, and pathologizing approaches which fail to address the social and political contexts in which people live and the state's responsabilization of individuals and families to solve their own problems is reflected in the increasingly reduced provision of adequate social welfare services and supports.



TENSION IN SOCIAL WORK PRACTICE



Within the current political, social, and economic environment in Nova Scotia, the social work profession has struggled to hold a clear vision of its professional identity. In this environment, practitioners continually face a complex tension between social work values, ethics, and standards and the demands and structures of the workplace.

On one side, there is a pull towards the profession's principles and values which are embedded in social change, social cohesion, and the empowerment and liberation of people. On the other side, social workers are often pulled towards a maintenance of the status quo by asserting **social control**.

STRATEGIC PLAN EVALUATION

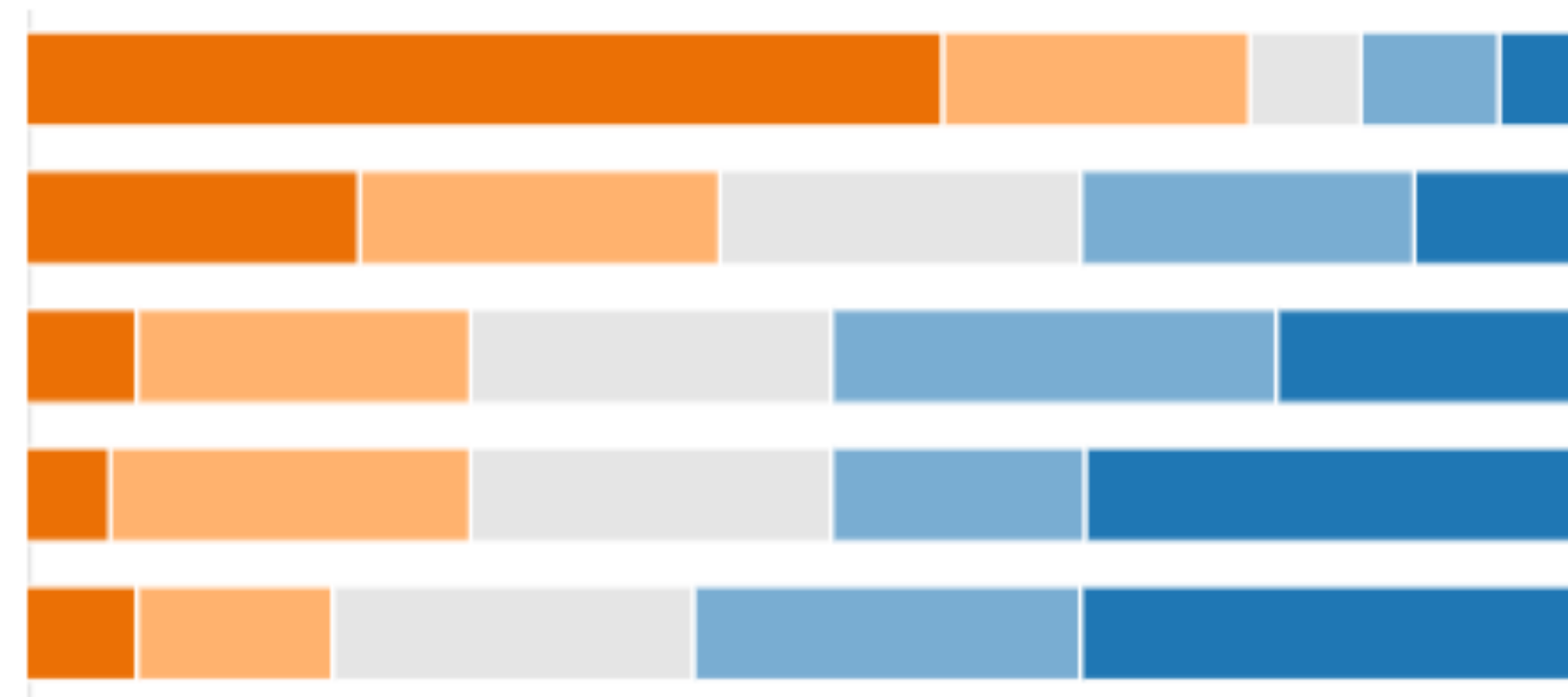


Please rank and order which strategic goal the NSCSW has been the strongest performer, in your opinion, from strongest to weakest:

Rank Options

- 1 Regulation of the profession
- 2 Leader in advocacy and social ...
- 3 Support for professional pract...
- 4 Transparency and accountability
- 5 Promotion of the profession

First choice ■ ■ ■ ■ ■ Last choice



GOAL # 1 WE REGULATE THE PROFESSION BY ENSURING THE HIGHEST STANDARDS OF PROFESSIONAL AND ETHICAL SOCIAL WORK PRACTICE FOR THE PEOPLE OF NOVA SCOTIA.

Regulation of the Profession:

The Supreme Court of Canada has concluded that it is difficult to overstate the importance in our society of the proper regulation of our learned professions. The primary purpose of the establishment of self-governing professions is the protection of the public. This is achieved by ensuring that only the qualified and the competent are permitted to practice and that members of the profession conform to appropriate standards of professional conduct.

- **Who** can practice (entry to practice requirements and license renewal requirements)
- **What** members call themselves (protected titles)
- **What** member can do (scope practice) and non-members cannot do (practice protection)
- **How** they do it (standards of practice and code of ethics)
- **Interventions** when breaches occur (complaints and hearings; action for unauthorized practice)



GOAL # 1 WE REGULATE THE PROFESSION BY ENSURING THE HIGHEST STANDARDS OF PROFESSIONAL AND ETHICAL SOCIAL WORK PRACTICE FOR THE PEOPLE OF NOVA SCOTIA.

NSCSW Candidacy Mentorship Program: <https://candidacy.nscsw.org/>

- The social worker Candidacy Mentorship Program is designed to provide graduates of accredited schools of social work with a strategic, supportive, and educational professional development experience rooted in principles of adult learning
- The objectives of the program are to assess good character and competence in social work practice by demonstrating an understanding and application of the Code Ethics and Standards of Practice and to integrate the content and spirit of both documents into their day to day social work practice/theory.
- By linking new graduates and those re-entering practice (candidates) with experienced practitioners (mentors) the Candidacy Mentorship Program provides educational and supportive mentorship to integrate knowledge, apply skill, and action ethics in their first years of practice.
- Candidates gain valuable support throughout their 2500 hours of practice experience through regular, structured, and documented meetings with their mentor.
- They are supported as they develop a professional identity, grapple with ethical issues, explore professional concerns related to their practice experience, integrate theory and practice, develop self-awareness, and refine a unique practice framework.



GOAL # 1 WE REGULATE THE PROFESSION BY ENSURING THE HIGHEST STANDARDS OF PROFESSIONAL AND ETHICAL SOCIAL WORK PRACTICE FOR THE PEOPLE OF NOVA SCOTIA.



Professional Conduct Program

The Complaints Committee – a subcommittee of the Board of Examiners – examines complaints and ensures public safety by using the College’s Code of Ethics and Standards of Practice as the guidepost to conduct fair, consistent, and transparent processes for complaints. There is complex work, expertise, and care that goes into investigating and mitigating complaints.

Right-touch regulation means understanding the problem before jumping to the solution. It makes sure that the level of regulation is proportionate to the level of risk to the public.

In 2020 there were 44 complaints received by the College 50% of Complaints came from child welfare concerns

GOAL # 1 WE REGULATE THE PROFESSION BY ENSURING THE HIGHEST STANDARDS OF PROFESSIONAL AND ETHICAL SOCIAL WORK PRACTICE FOR THE PEOPLE OF NOVA SCOTIA.



Database Upgrades

In effort to meet their regulatory requirements, the NSCSW significantly invested in computer services to enhance and expand their database performance. In 2017, the College changed their provider and invested in Thentia, known to be an industry-leading regulation and compliance database company.

Having a responsive, effective and efficient platform is paramount to a regulatory body as it is through a database that member profiles are stored, critical administration activities such as registration and renewal requirements are processed, and fees are paid. For members having a streamlined digital reporting system which they experience an application and renewal process that is readily accessible, runs smoothly and is efficient is critical to effective regulation.

GOAL # 1 WE REGULATE THE PROFESSION BY ENSURING THE HIGHEST STANDARDS OF PROFESSIONAL AND ETHICAL SOCIAL WORK PRACTICE FOR THE PEOPLE OF NOVA SCOTIA.

Clinical Regulation

In the last few years' clinical practice has been an area that has been given considerable attention by the College. The Private Practice Committee diligently worked to strengthen regulation around clinical social work practice, and consistent with the Committee's Terms of Reference produced a substantive document entitled "Toward a Clinical Registry".

Following the AGM, in November 2019, Council approved to undertake an in-depth "investigation and impact of the reorganization of private practice; and to explore and investigate application towards a clinical regulation". Council approved establishing a clinical committee to work with the membership to determine the most appropriate regulatory tool to strengthen the professional identity of clinical social work in effort to meet the organization's primary purpose – the protection of public.

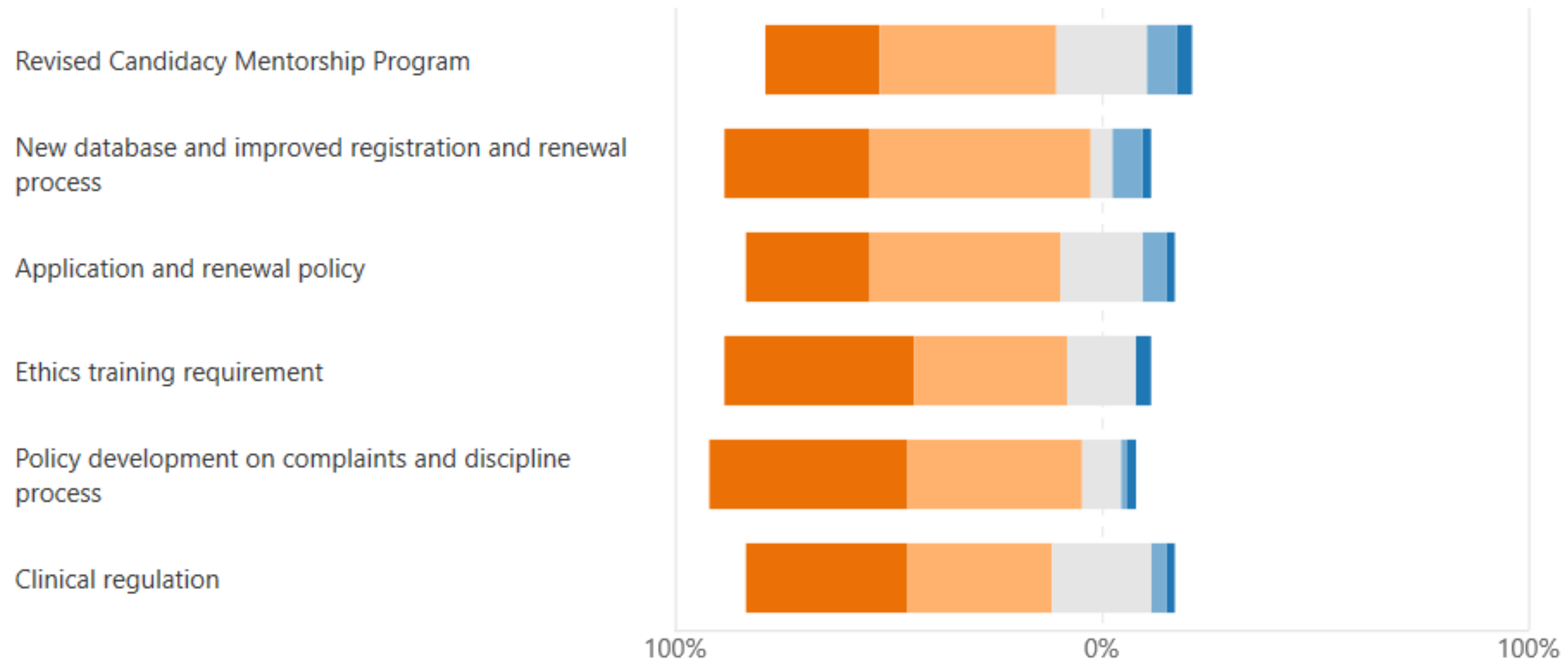


STRATEGIC PLAN EVALUATION



Please share how important each of the following outputs or services is to you.

Very important Important Neutral Not important Not at all important

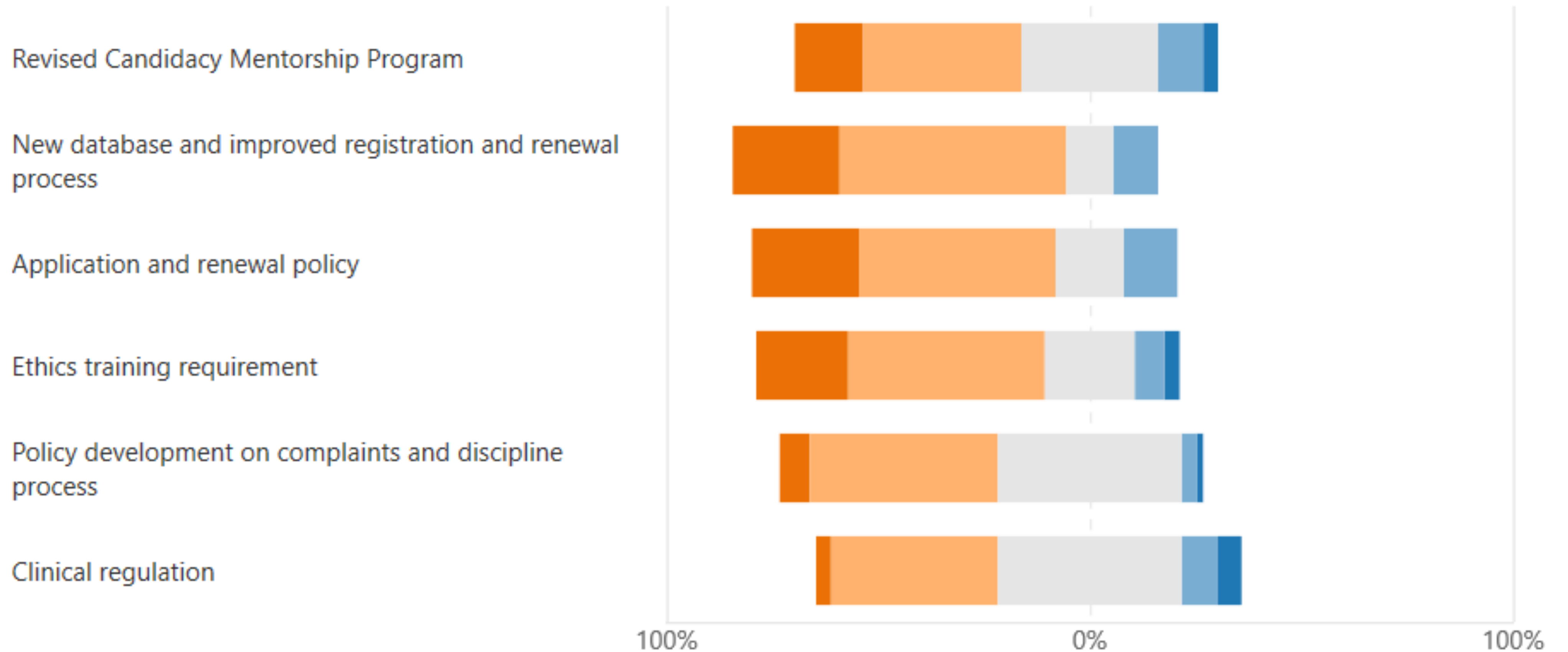


STRATEGIC PLAN EVALUATION



Please share how satisfied you are with each of the following outputs or services.

Very satisfied Satisfied Neutral Not satisfied Very unsatisfied



STRATEGIC PLAN EVALUATION



“Lately, it appears that the regulation is mostly in the media and taking up lots of resources and time of the NSCSW. This is important work. There has been a big improvements over the past couple years in the support for professional practice.”

“I have also been impressed with the transparency they demonstrate when it comes to ensuring regulation of the profession.”

“A review of the candidacy program, which could include feedback from social works whom have completed involvement in the program. Additionally, increased communication with agencies to increase awareness of the program.”

“In my opinion it appears holding social workers accountable (investigating/policing) them is the role of the College. This is the perception.”

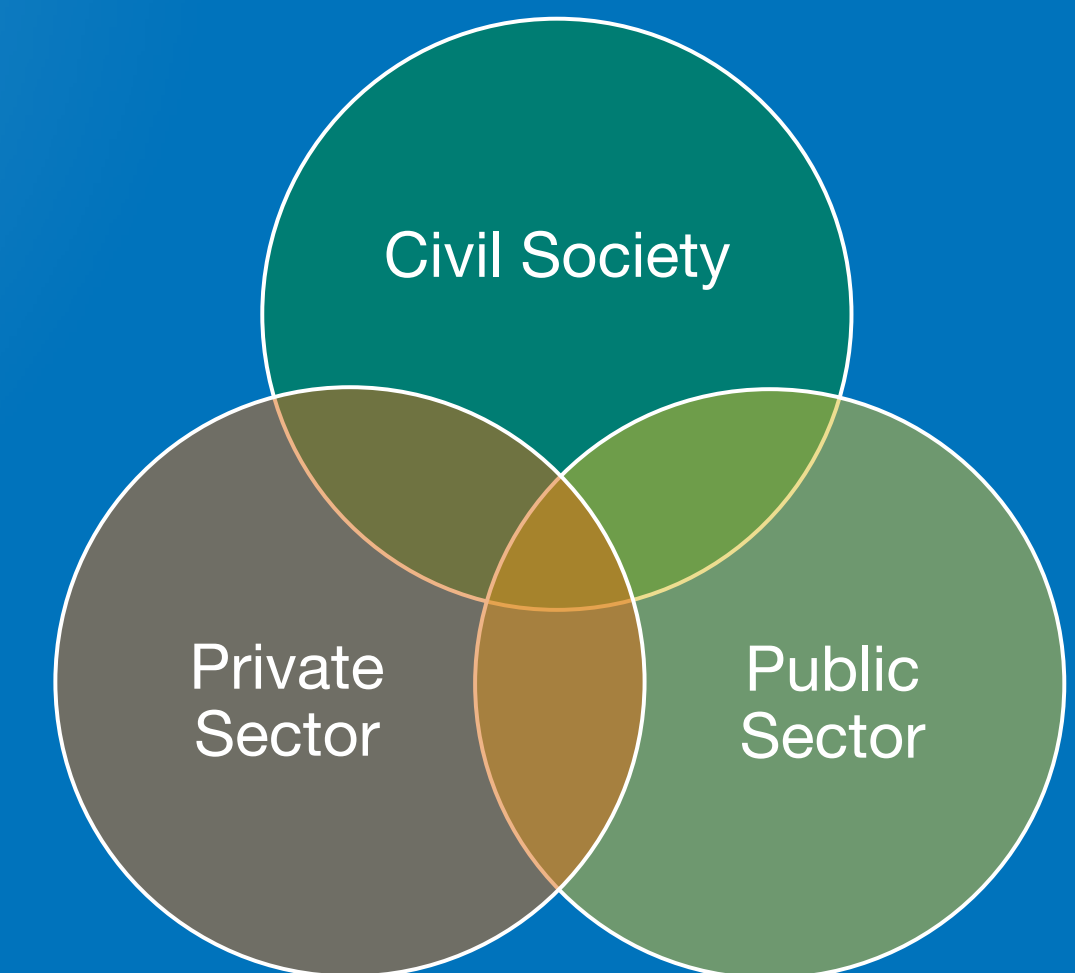
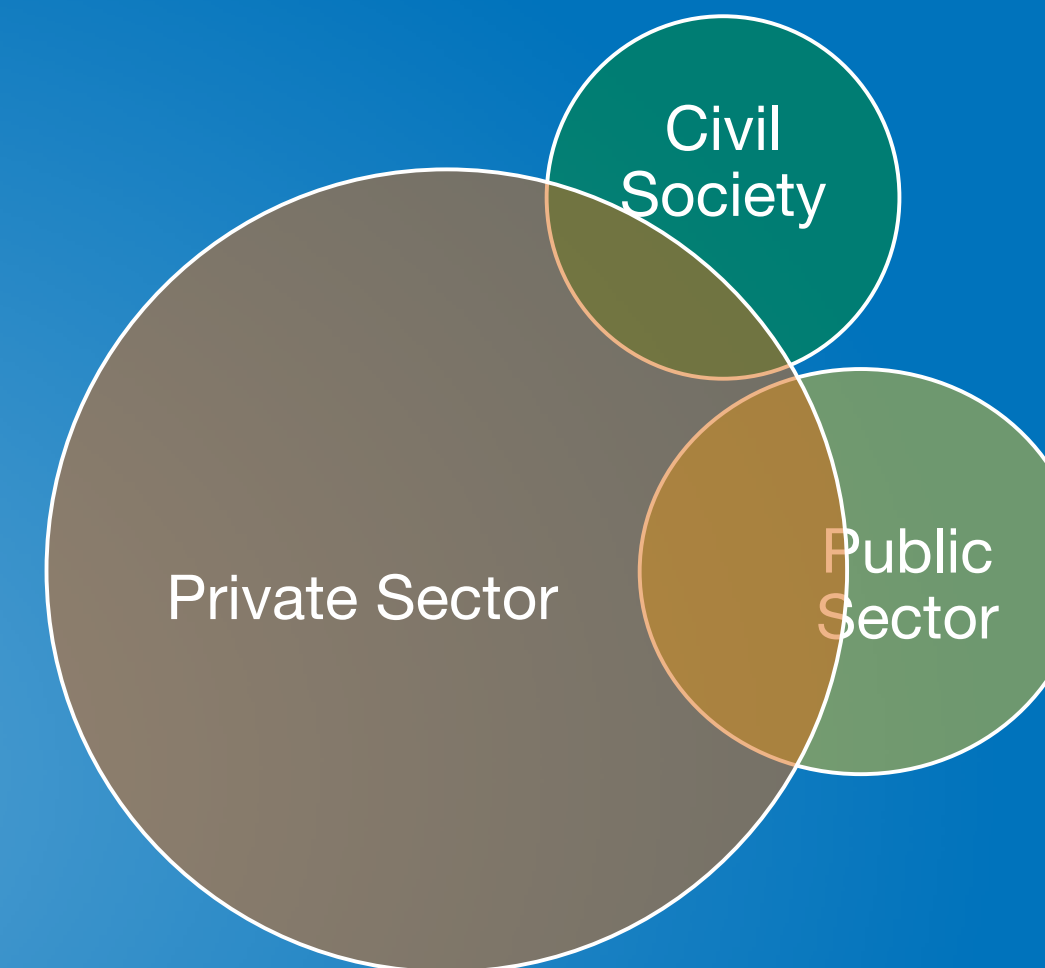
GOAL # 2 WE ARE A RECOGNIZED LEADER IN ADVOCACY AND SOCIAL JUSTICE WORKING TO PROTECT NOVA SCOTIANS.

We believe that in order to empower the social work lens, we must also challenge and change the current neoliberal environment to create structures that allow social work to flourish.

- Bringing change to these systems requires social and political participation in a social movement towards broader change.
- A social movement approach challenges the premise that the current structures and bureaucracies-define the limits of our social reality.
- **Social Movements are often paradoxical:** They abandon the logic of current organizations in order to gather the power necessary to rewrite the logic of these organizations themselves.
- We believe that we have to see beyond economic measurements as a marker of the success of our society. We need to challenge this logic and work to build measurements that include the wellbeing of the entire population.
- Over the next 3 years, the NSCSW is committed to working with the progressive community to redefine the current logic that drives our systems.

Our goal is to use scholarly research, public education, and advocacy, to promote discussion and pose substantive questions that are central to the political dialogue in Nova Scotia. As an organization, our goal is to provide new ways to understand social issues through a social work lens and offer political positions that are in solidarity with the stories of the marginalized.

THE IMPORTANCE OF CIVIL SOCIETY



GOAL # 2 WE ARE A RECOGNIZED LEADER IN ADVOCACY AND SOCIAL JUSTICE WORKING TO PROTECT NOVA SCOTIANS.

Specific Actions related to the Truth and Reconciliation Commission:

We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by:

iii. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools.

iv. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.



GOAL # 2 WE ARE A RECOGNIZED LEADER IN ADVOCACY AND SOCIAL JUSTICE WORKING TO PROTECT NOVA SCOTIANS.

Core Principles for Social Workers From the MMIW report :

Build long-term, trusting relationships with service providers, including social workers, healthcare professionals, law enforcement, with continuity of care.

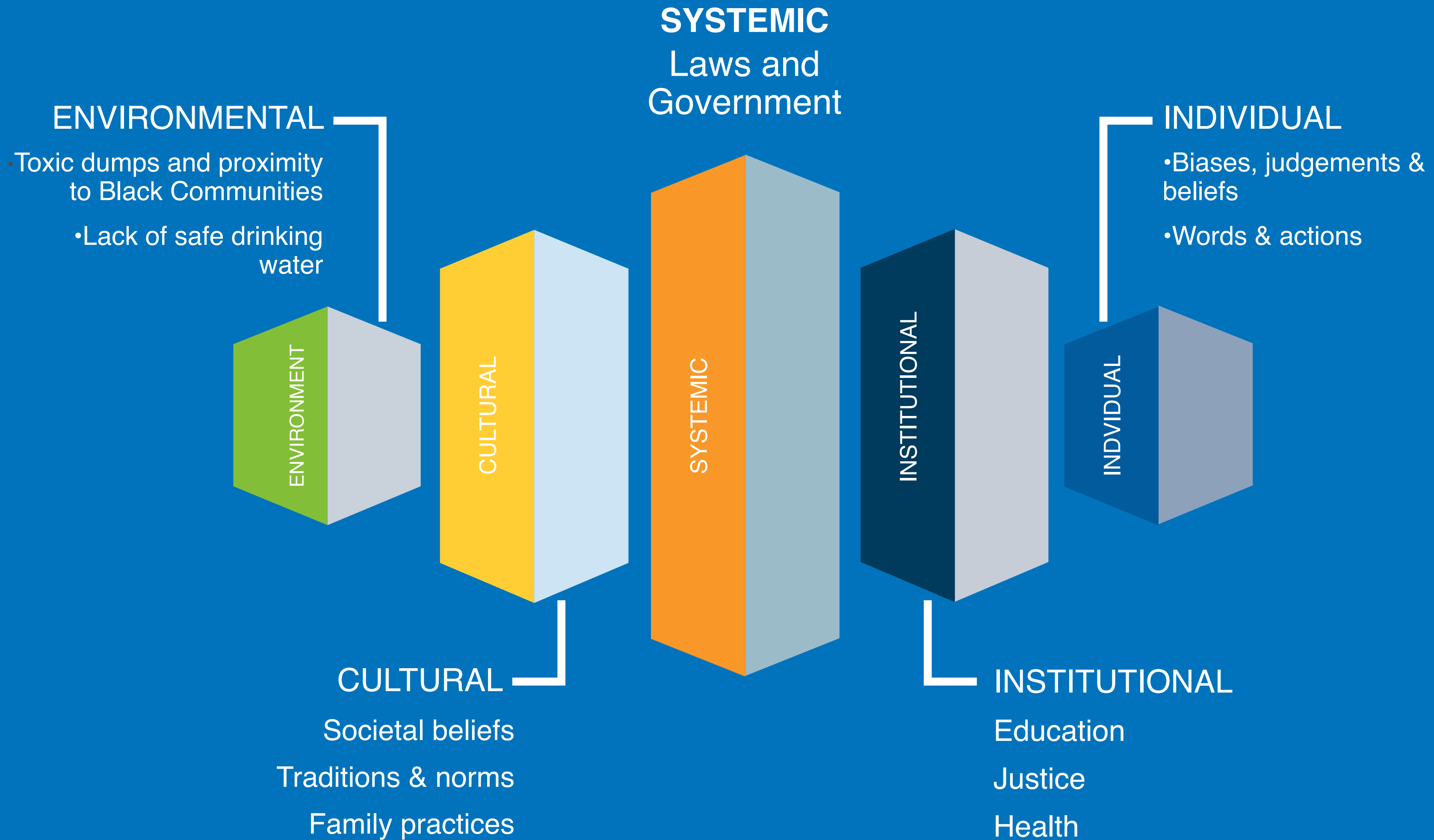
We call upon all child and family services agencies to engage in recruitment efforts to hire and promote Indigenous staff, as well as to promote the intensive and ongoing training of social workers and child welfare staff in the following areas:

- history of the child welfare system in the oppression and genocide of Indigenous Peoples*
- anti-racism and anti-bias training*
- local culture and language training*
- sexual exploitation and trafficking training to recognize signs and develop specialized responses.*

We call upon all governments and health service providers to create roles for Indigenous care workers who would hold the same authority as community mental health nurses and social workers in terms of advocating for 2SLGBTQQIA clients and testifying in court as recognized professionals.



LAYERS OF ANTI-BLACK RACISM (FROM @SENTAORWANDA)



A Culture of White Supremacy in Social Work



IDEALS OF PROFESSIONALISM

Our Code of Ethics, Standards of Practice and regulatory programs stem from Eurocentric notions of professionalism, boundaries and understanding of community.

CODE OF ETHICS VOID OF THE TERM RACISM

For instance, in the Nova Scotia Code of Ethics, while there is recognition of 'diversity' and one mention of 'discrimination', a search of the term 'racism' does not reveal a single mention. Respect for and celebration of diversity are laudable goals, but they 'whitewash' the more troubling and insidious reality of racism in social work in Canada generally, and Nova Scotia in particular (Weinberg, 2020).



The Impact off Intergenerational Slavery and Colonialism on the Individual



WHITE SUPREMACY

POLITICAL SYSTEM AND POWER
STRUCTURE



RACISM

POWER TO
ENFORCE
PREJUDICE



WHITE PRIVILEGE

OFTEN INVISIBLE
FOR WHITE PEOPLE



VALUES

WHEN WHITENESS IS NORMALIZED AND
SEEN AS ASPIRATIONAL.



NSCSW

NOVA SCOTIA
COLLEGE OF
SOCIAL WORKERS

Redressing White Supremacy Social Work Culture



CODE OF ETHICS

Nationally the CASW is leading us in a revisioning of the Code of Ethics that will embrace Principles of the Truth and Reconciliation Commission Report



STANDARDS OF PRACTICE

Standards of Practice will be revised through an Anti-Racism Lens



CCSWR ANTIRACIST REGULATION

The purpose of the Anti-Racist Regulatory Practice Working Group is to support provincial social work regulators in their mandates to protect the public, by considering and exploring actions that they can take with respect to best practices in anti-racist regulatory practice.



GOAL # 2 WE ARE A RECOGNIZED LEADER IN ADVOCACY AND SOCIAL JUSTICE WORKING TO PROTECT NOVA SCOTIANS.

Social Policy Framework:

- The Social Policy Framework was developed to define who social workers are as a profession and reflects our aspirations for the province.
- The Social Policy Framework is a tool that can guide decision making, set future direction, and identify important connections.
- Policy frameworks are blueprints for something we want to build or roadmaps for where we want to go.
- A road map that offers Nova Scotians the opportunity to reach their potential and to benefit from social inclusion and the highest possible quality of life.

We are delighted to have partnered with the Canadian Centre for Policy Alternatives to build this vision.



GOAL # 2 WE ARE A RECOGNIZED LEADER IN ADVOCACY AND SOCIAL JUSTICE WORKING TO PROTECT NOVA SCOTIANS.

Nova Scotia Action Coalition for Community Wellbeing:

The Coalition exist to connect a community of action-oriented organizations and people who are committed to social inclusion and building a Nova Scotia where no one lives in poverty.

- 1.Dignified Employment, Income and Social Security-** All Nova Scotians are ensured dignified access to a livable income.
- 2.Housing Security** - Safe, secure, accessible and affordable housing is a realizable human rights for all Nova Scotians.
- 3.Public Education, Health and Social Services-** All Nova Scotians have access to free public education and to compassionate services that ensure their physical and mental health, and social wellbeing.
- 4.Food Security** - All Nova Scotians have access to safe, sufficient, nutritious, affordable, and culturally appropriate food as a realizable human right.
- 5.Transportation** - Everyone has access to affordable and accessible public transportation within and between all urban and rural communities in Nova Scotia



GOAL # 2 WE ARE A RECOGNIZED LEADER IN ADVOCACY AND SOCIAL JUSTICE WORKING TO PROTECT NOVA SCOTIANS.

Child Welfare Advocacy:

Our goal is to mobilize community voices in order to raise the political and public discourse on the essential role of child welfare in Nova Scotia to ensure that child protection is a central platform issue in the next provincial election.

1. Engage in Collaborative Forum with DCS to strengthen social work practice.
2. Develop core advocacy paper to articulate policy recommendations
3. Continue public awareness campaign on the role of child welfare and the impact of poverty in Nova Scotia;
4. Develop and implement advocacy strategy to educate decision-makers on the current state of child protection in Nova Scotia;



GOAL # 2 WE ARE A RECOGNIZED LEADER IN ADVOCACY AND SOCIAL JUSTICE WORKING TO PROTECT NOVA SCOTIANS.

Mental Health Care Advocacy:

On January 13th, 2021 the NSCSW Launched its core mental health care paper

Through this paper and the campaigns to follow, it is our goal to reframe how we view mental health, and to present new models of care and social policies that can create meaningful change in this province towards greater mental wellness.

As social workers we have the tools, and vision to support this change.

The advocacy paper has three main goals:

- To influence and guide NSCSW decision-making to promote greater well-being and mental health.
- To provide a formalized tool for the NSCSW, members and stakeholders to utilize in order to provide critical analysis and provide a public discourse for mental health policies and political positioning in Nova Scotia. The paper will be a tool that social workers and allies can use to highlight alternatives to the dominant discourse on mental health.
- To co-ordinate information and activities between NSCSW, community, stakeholders and all levels of government in order to effectively advocate for fundamental changes to mental health systems.

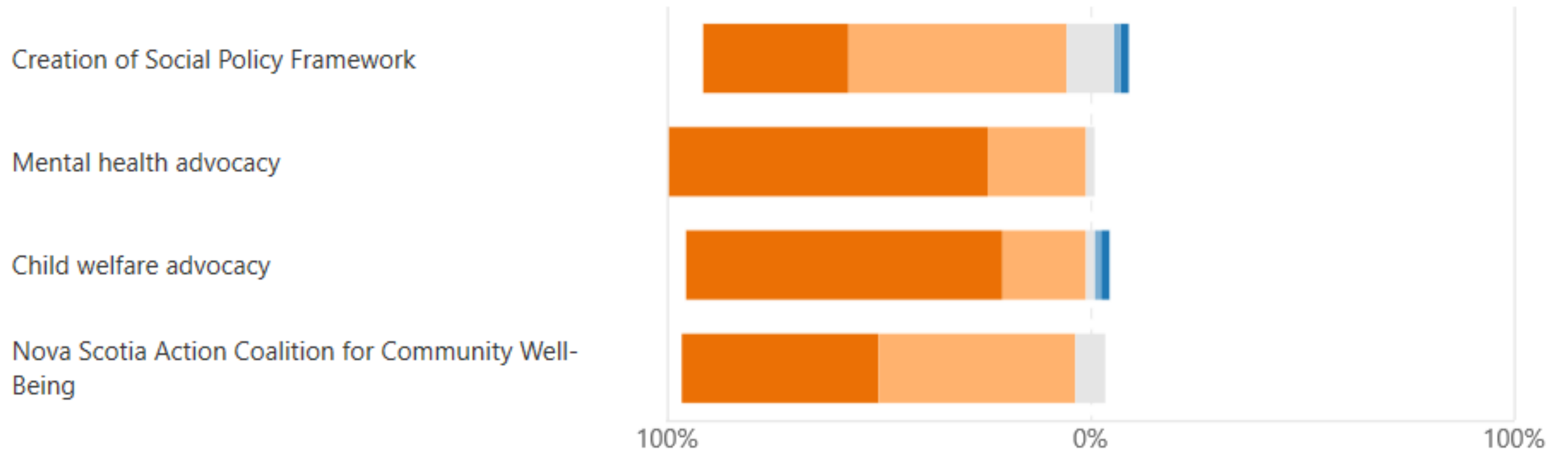


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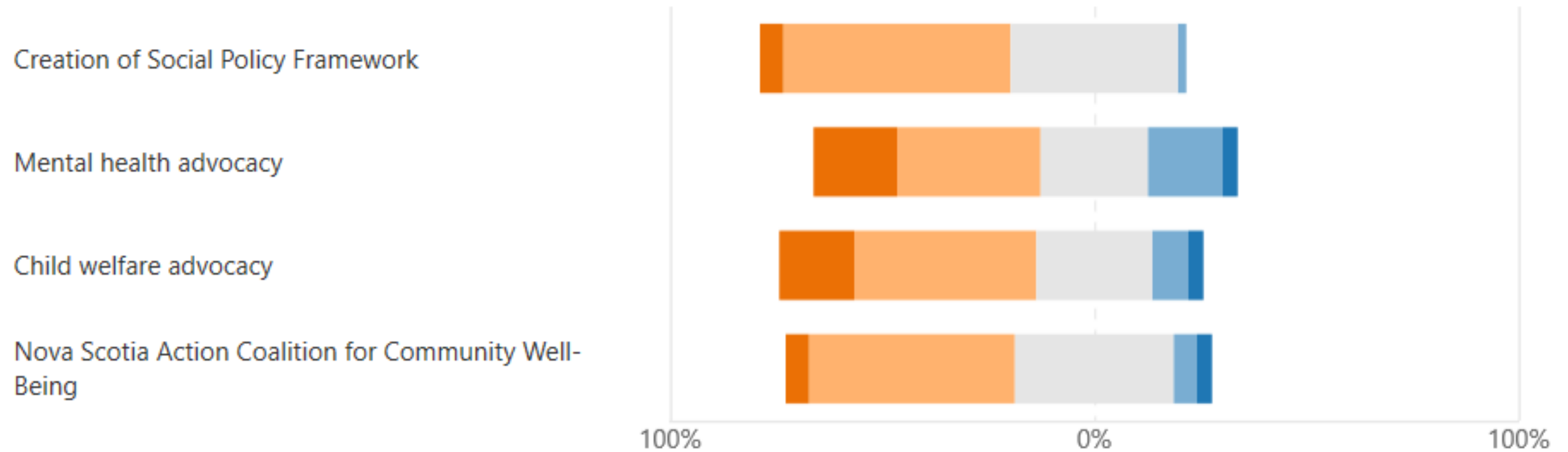


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Very satisfied Satisfied Neutral Not satisfied Very unsatisfied



STRATEGIC PLAN EVALUATION



“I continue to be impressed with how the College brings social justice issues to the forefront. ”

“I'm very happy with the social justice advocacy actions that have been presented lately (Mental Health, Child Welfare, etc) .”

“I think we've seen incredible improvements in each area and so it isn't that we're doing poorly in regulation or promotion, just that our strengths have been in advocacy and professional practice, which I think have been the right priorities.”

“It's quite clear that the regulatory function is 1st; you put a lot of effort into the annual licensing process and the complaints process. Your efforts re professional development are also very significant. The social justice piece needs enhancement via way for buy-in by all members.”

“Continued progressive social policy advocacy. ”

GOAL # 3 NOVA SCOTIANS VALUE SOCIAL WORK KNOWLEDGE, EXPERIENCE AND TRAINING.

1. Website Redevelopment

2. Social Media Content

3. Connection Magazine

Sharing social work stories that connect.

Social workers are leaders who provide essential services to support Nova Scotians lead healthier, happier lives. We're sharing their stories, struggles and celebrating their successes in Connection Magazine.

Connection illustrates the realities and challenges that social workers face, promotes the profession's passionate work and bring stories from our community to life.

This full-colour digital magazine is distributed to social workers, government, community & advocacy groups and more and is produced three times during a calendar year in the fall, winter & spring. We welcome all submissions as they relate to the social work profession.

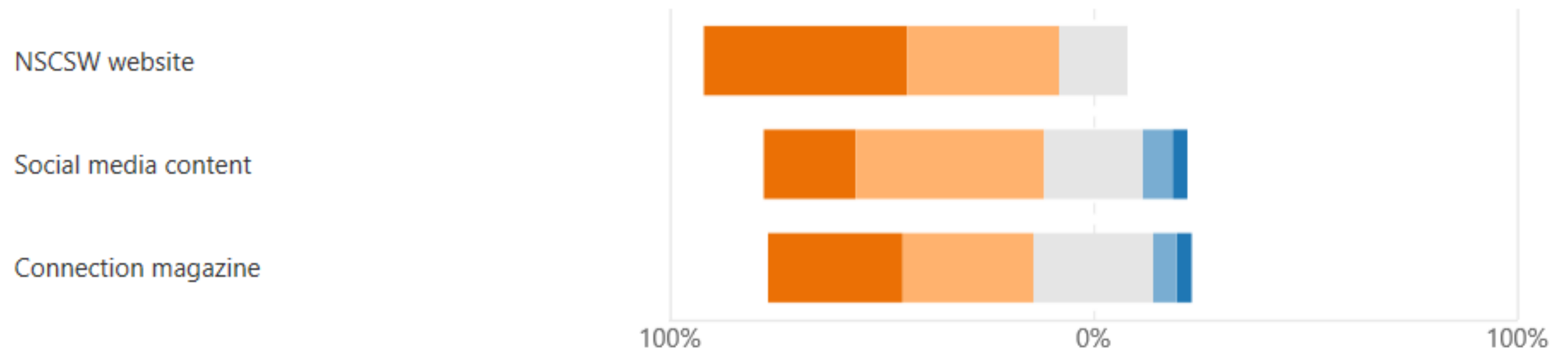


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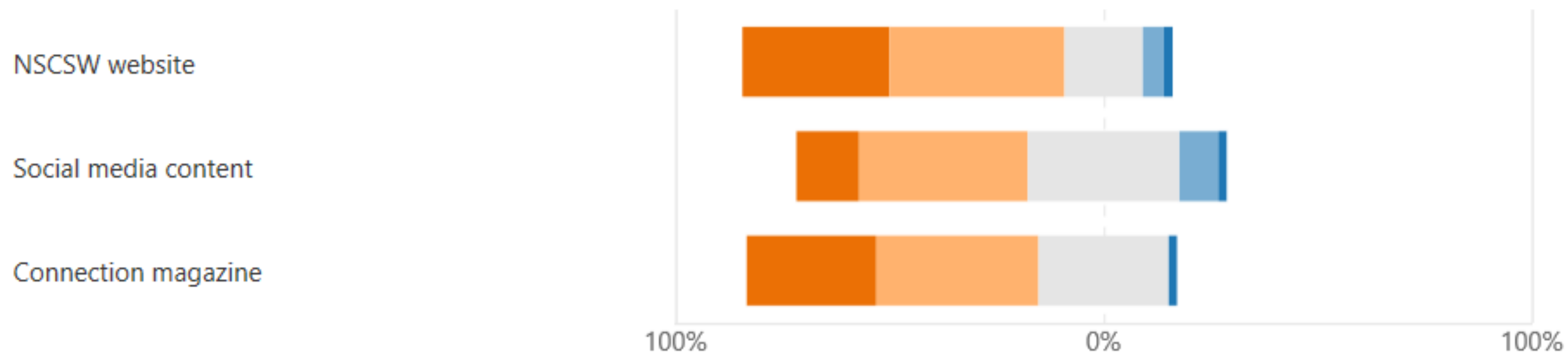


STRATEGIC PLAN EVALUATION



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STRATEGIC PLAN EVALUATION



“I find that there has been a lot of negative publicity about social workers with the two discipline matters and concerns for child welfare, it would be nice to see more promotion of the profession and our good work.”

“Positive promotion of the profession, at all levels, is lacking. ”

“has done a very good job at improving the overall promotion of the profession through improving the website. The executive director can be seen speaking professionally and articulately with the public in social media, TV, radio.

“It's not the best at promoting the profession. Most Nova Scotians still don't have any idea about what a "Social Worker" can be, besides the obvious government positions like Child Welfare, ESIA, and hospitals.”

“Sometimes this still feels lacking in mainstream media, where social work continues to be portrayed in a largely negative or disparaging light. It feels as though a better balance is being struck between regulation and promotion, although regulation will always be on top (I suppose).”

GOAL # 4 WE ARE A CENTRE FOR SOCIAL WORK RESOURCES, PROFESSIONAL DEVELOPMENT, ETHICAL CONSULTATIONS, RESEARCH AND ACT AS THE COLLECTIVE VOICE FOR SOCIAL WORK.



Professional Development Program

In 2019 the College produced 19 Professional Development opportunities across the province. We designed a program that covered topics such as *social work ethics, trauma informed practice, cultivating compassion, professional identity and working with Indigenous Communities and Anti-Black Racism*.

These sessions were designed and hosted as in person as a compliment to the CASW webinar offerings.

GOAL # 4 WE ARE A CENTRE FOR SOCIAL WORK RESOURCES, PROFESSIONAL DEVELOPMENT, ETHICAL CONSULTATIONS, RESEARCH AND ACT AS THE COLLECTIVE VOICE FOR SOCIAL WORK.

Moral Distress and Vicarious Trauma

The Neoliberal environment in which social workers function creates huge stressors due to erosion of the social safety net, reductions in resources, and increasing restrictions on the autonomy of professionals, making it very difficult for them to fulfil that desire for goodness (Weinberg, 2009)

- **Burnout:** Resources have shrunk and expectations on practitioners have mushroomed leading to distress and burnout (Burnout analysis leaves out social causes).
- **Emotional Pain:** Moral Distress provides a framework to better understand Psychological and emotional pain that arises when professionals feel blocked due to institutional constraints from doing what they perceive is right.
- **Institutional Barriers:** Moral Distress incorporates the institutional barriers that hamper practitioners from functioning in ways they could deem ethical as well as emotional fallout from those difficulties .

This can lead to Moral injury which injury impair the capacity for trust and elevates despair and mental health and health issues (Shay, 2014).



GOAL # 4 WE ARE A CENTRE FOR SOCIAL WORK RESOURCES, PROFESSIONAL DEVELOPMENT, ETHICAL CONSULTATIONS, RESEARCH AND ACT AS THE COLLECTIVE VOICE FOR SOCIAL WORK.

Ongoing Trainings and Professional Development:

Cultivating Compassion Satisfaction to Balance Work-Life Challenges:

Social workers and helping professionals know so much about burn-out and compassion fatigue. The lived experience of so many working in under-resourced, demanding environments is well-researched. How can social workers and other helpers cultivate compassion satisfaction or joy for the art of helping, in the midst of so many challenges?

Principles of Trauma Informed Care:

The purpose of this workshop is to build knowledge of trauma awareness, exploring types, impacts and research, discuss the historical and contemporary role of social work in trauma informed work; explore the key principles of trauma informed practice and how they can be applied to social work settings; identify and review how social workers can mitigate the effects of working in trauma exposed environments; and review resources on trauma informed practice

Ethical Dilemma Cafes:

The café offers a learning space for practitioners who have felt a lack of opportunities to discuss these issues within the workplace. Given the neoliberal environment, supervision is primarily administrative with little time for discussion of clinical issues.



GOAL # 4 WE ARE A CENTRE FOR SOCIAL WORK RESOURCES, PROFESSIONAL DEVELOPMENT, ETHICAL CONSULTATIONS, RESEARCH AND ACT AS THE COLLECTIVE VOICE FOR SOCIAL WORK.

Vicarious Trauma Training Resource

The goal of these four modules is to gain an understanding of what vicarious trauma is, how to prevent vicarious trauma, and strategies for identifying and dealing with vicarious trauma (sometimes referred to in literature as secondary trauma). Additionally, to have a firm understanding of the differences between vicarious trauma, burnout, and compassion fatigue. In addition the modules address vicarious trauma in the workplace and how employers and organizations can use a trauma informed approach to help support employees who are at risk for or experiencing vicarious trauma.

Module 1: What is vicarious trauma & what are its impacts?

Module 2: Preventing and Alleviating Vicarious Trauma

Module 3: Organizations/Employers- Reducing Vicarious Trauma in the Workplace

Module 4: Creating a Self-Care Plan for Practitioners.

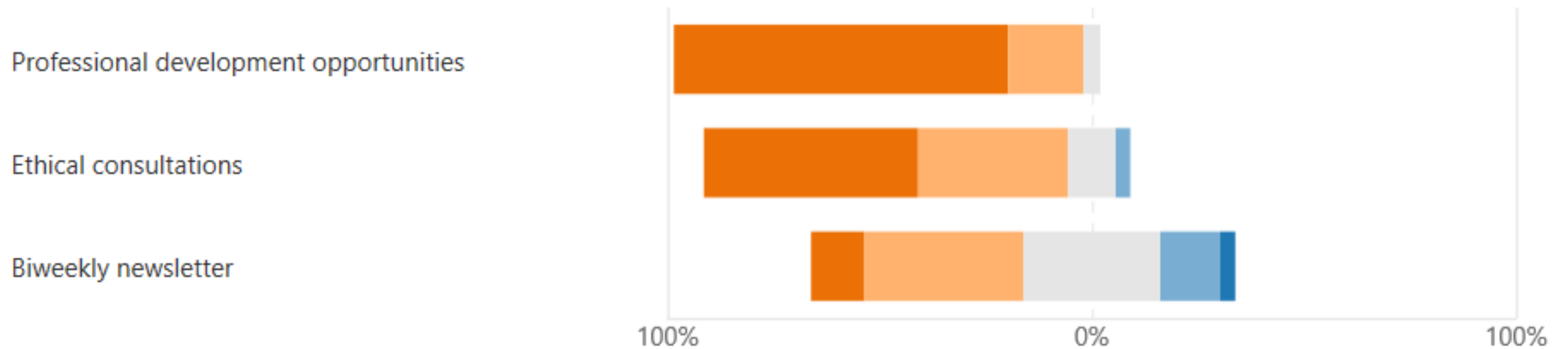


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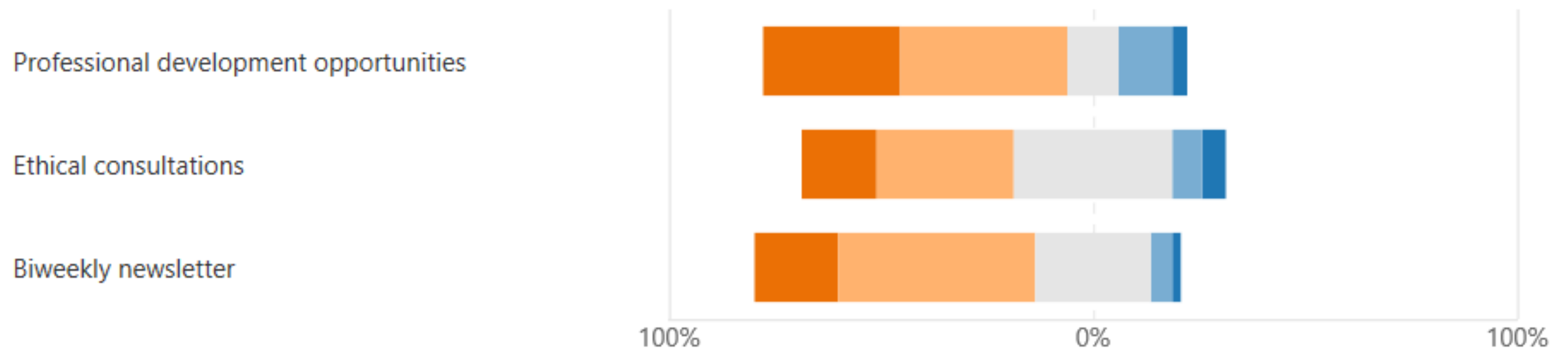


STRATEGIC PLAN EVALUATION



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Very satisfied Satisfied Neutral Not satisfied Very unsatisfied



STRATEGIC PLAN EVALUATION



“Your efforts re professional development are also very significant”

“I do find offerings for professional development to be more theoretically based as opposed to practice-based. I would love to see some PD offerings that build specific skills with opportunities for ongoing supervision in order to integrate skills into practice more effectively. ”

“Professional development continues to be a challenge, especially during COVID, and I am thankful for the flexibility last year to complete the mandated 40 hours and am hopeful that more PD webinars will be available this year

“More Ethical activities or opportunities for Professional Development learning. Make it clear what activities or opportunities are eligible for the Ethical Development hours and how to access. ”

“More professional development opportunities on how to engage in system level advocacy. ”

GOAL # 5 WE ARE RESPONSIBLE, ACCOUNTABLE AND TRANSPARENT.

1. Governance Policy Manual

2. Financial Reporting and Oversight

3. Annual Report

4. Staff Reorganization

With increased membership, demands and expectations comes operational pressures- both fiscal and human resources. The pressure the College is facing exceeds the ability of the current small compliment of staff to effectively attend to its mandate and expected deliverables.

- A review has been completed and determined that do to workload and structural staffing issues, not all function of the mandate or strategic plan have been attended to.
- A plan has been tabled and approved by Council to reorganize staff to better achieve our goals.

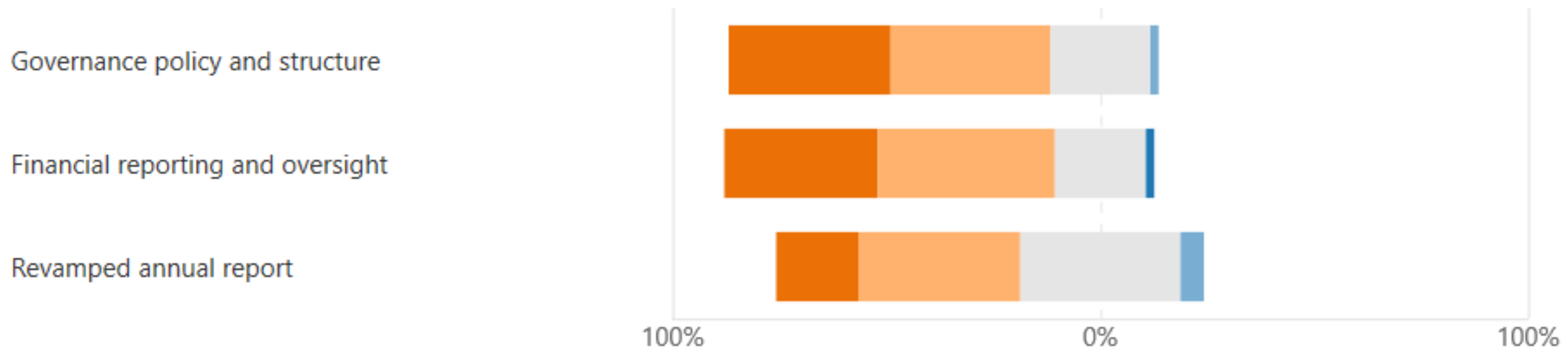


STRATEGIC PLAN EVALUATION



Please share how important each of the following outputs or services is to you.

Very important Important Neutral Not important Not at all important

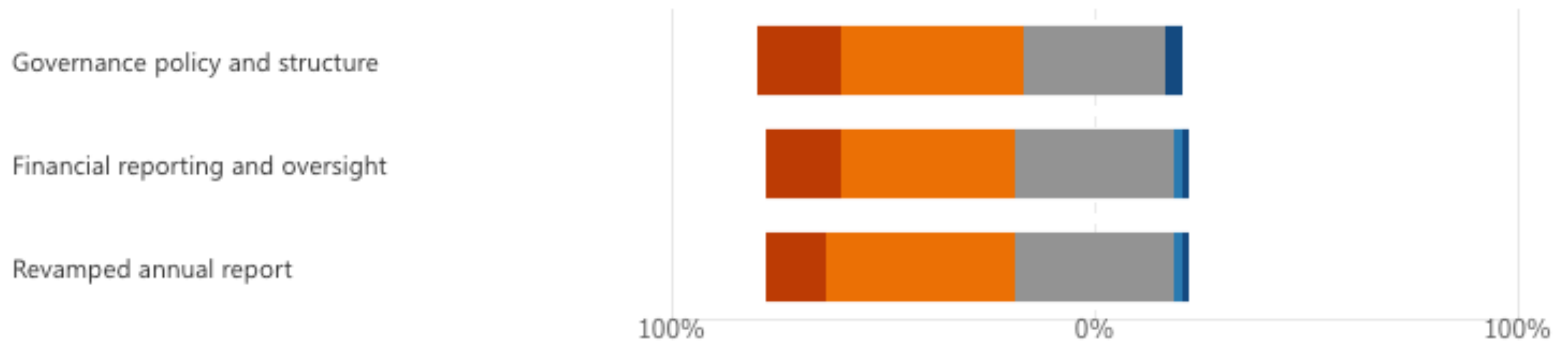


STRATEGIC PLAN EVALUATION



Please share how satisfied you are with each of the following outputs or services.

■ Very satisfied ■ Satisfied ■ Neutral ■ Not satisfied ■ Very unsatisfied



STRATEGIC PLAN EVALUATION



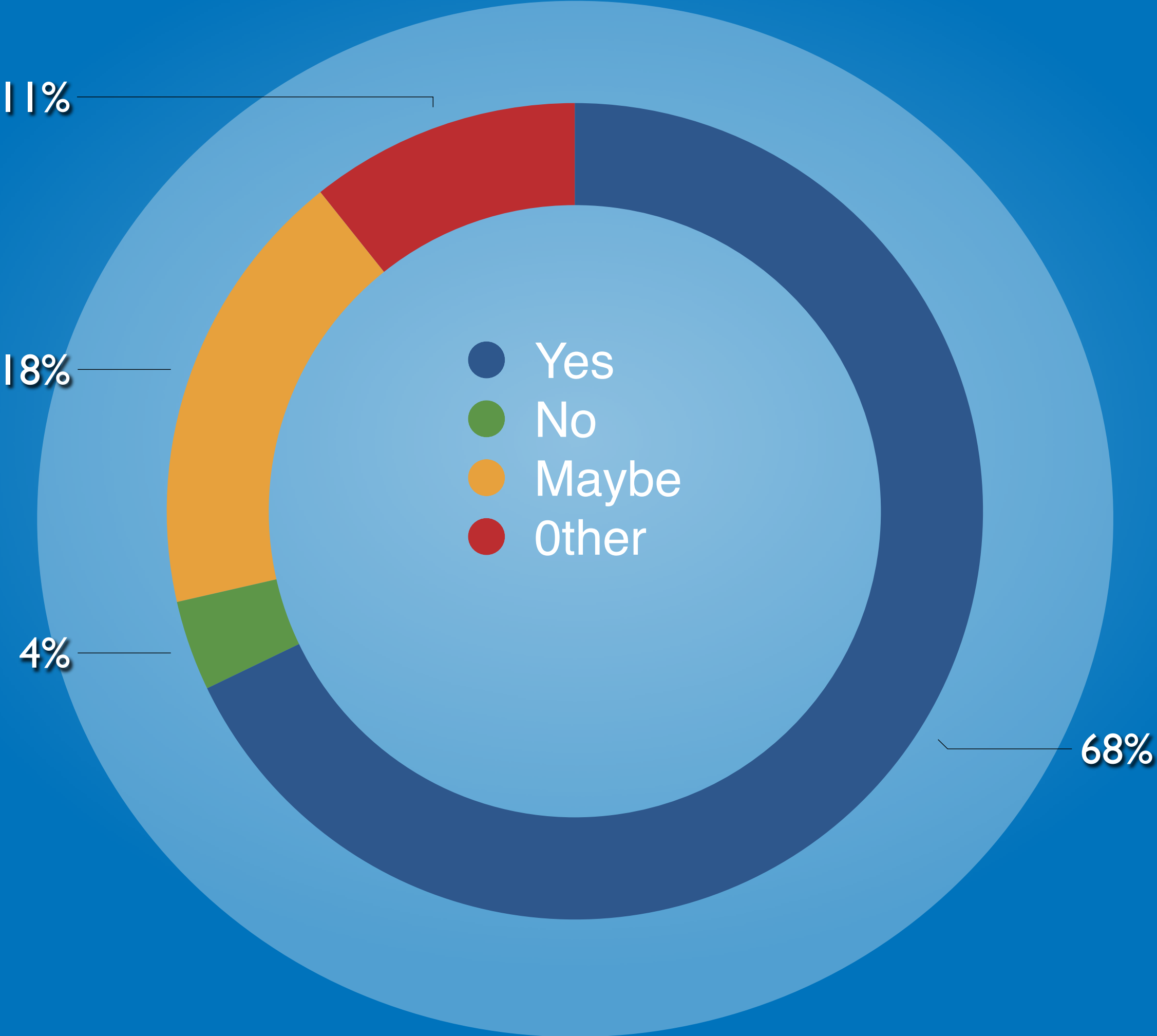
“There has been a significant increase in accountability and transparency over the past I would say 4 years . It is obvious through the material provided, strategic plan, updated policies increased financial accountability and leadership the College is actively working on enhancing its profile and credibility.”

“I am not seeing the transparency of the regulator. Perhaps this needs more time. ”

“I have also been impressed with the transparency they demonstrate when it comes to ensuring regulation of the profession.”

I'm beyond proud of how far we have come. I remember being a student and having a presentation from the College and being entirely unclear what "they" did and why it should matter to me. I think we've come leaps and bounds in 10 years and I am appreciative of the College staff and volunteers for their dedicated work. I have mentioned areas I think we can focus our work for the remainder of our strategic plan; regulatory issues being number one. "

HAVE WE MADE SIGNIFICANT PROGRESS ON OUR STRATEGIC AGENDA?



COUNCIL RENEWED FOCUS ON AREAS OF THE STRATEGIC PLAN

- 1.Examine current tactics for promotion of the profession and outreach;
- 2.Ensure professional development program creates opportunities for skill development;
- 3.Increased attention to Anti-Racism work in regulation and advocacy;
- 4.Continue campaigns in the areas of mental health, child welfare and poverty.



QUESTIONS

