



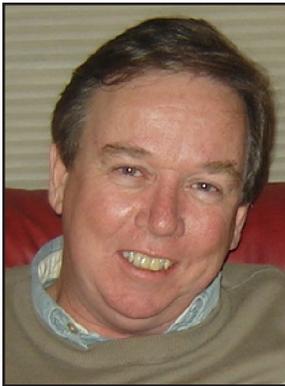
SASKATCHEWAN SOCIAL WORKER

Volume 20 Number 3

“Social Workers – Make a Difference”

November 2009 Edition

President’s Message



I hope that you have had a great summer and fall and that you managed to enjoy a change of pace, despite the often miserable weather.

First, I want to encourage you to review Richard Hazel’s very complete report detailing the activities of the association. We are fortunate to have an Executive Director who can manage the details

of a very wide-ranging organization, while at the same time keeping us focussed on our goals and strategic plan as well as national and international partnership issues and affairs. As you will see, the association is very busy, and the important work of the various committees and groups is ongoing. My thanks to all of you who are involved. You are making the profession stronger and the community better.

Second, I urge you to have a look at the information in this edition of the newsletter that describes the new method we have adopted for nominating members for election to Council. These changes, which were approved at the last Annual General Meeting, are an important step in ensuring that all members have access to the process of nominating candidates for leadership in SASW.

If you are reading this report, either online or from the hard copy, you have already demonstrated a level of involvement in SASW that falls much higher on the “involvement continuum” than “utterly disinterested” and definitely better than “openly antagonistic.” That’s great news for me, because it is a place to start. I want to suggest to you that, wherever you are on the continuum, you consider increasing your involvement. Before you go there, let me note that I understand the many family, personal and work commitments you already have. So I’m not suggesting you run for President, although if you want to—take the leap! What I am suggesting is that you

make an incremental step to be more involved in the life of your professional organization. For many, that step will be to keep yourself informed about the activities of SASW. The SASW website is the perfect place to start (www.sasw.ca). The site contains virtually the complete SASW picture: from the Act and By-laws that govern the organization, to minutes of council and advisory board meetings, to Standards of Practice, the Code of Ethics, a complete list of the membership, the Private Practice Roster, well... you get the idea. We are always concerned about our need to communicate effectively with the membership. Seriously, if someone says they don’t know what’s going on, they haven’t been trying to find out! Take a few minutes to look the site over. It also has a link to all the other provincial associations, the Canadian Association of Social Workers and many more. This look around may suggest specific areas of association life that you may want to know more about, or participate in, whether now or in the future.

Once again there is federal election talk in the air, when it seems we just finished the last one. Whatever else you can say about elections they do give us access to current and potential politicians and decision makers. CASW has prepared sets of questions to ask those seeking federal office in the past, and I expect they will make them available to individual workers and associations again. The questions pertain to important social issues such as poverty reduction and child welfare. Keep an eye out for them, or alternatively, ask the politicians your own questions. While you are on the CASW site, look at the publications section. CASW encourages members and branches to use their research and publications to support your advocacy and public awareness efforts.

Near the end of September, I met with other leaders of associations and colleges that have the responsibility to regulate social workers in Canada. Richard Hazel also attended on behalf of the Registrar. The purpose of the meeting was to create the Canadian Council of Social

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SASW COUNCIL

President: Jim Walls, North Battleford
 President Elect: Carole Bryant, Regina
 Public Representative: Doug Stewart, Regina
 Treasurer: Leann Keach, Moose Jaw
 Secretary: Myrna Pitzel, Regina
 Members at Large: Julie Stocki, Prince Albert
 Victoria Walton, Saskatoon
 Hazel Berg, Melfort

SASW COMMITTEE CHAIRS/APPOINTMENTS:

Registrar: Bill Tingley, Regina
 CASW Board Member: Ray Pekrul, Regina
 Senate Representative: Grace Jasper, Regina
 Standards of Practice: Nuelle Novik, Regina
 Professional Conduct: Joanne Schenn, Prince Albert
 Discipline Resource: Terri Woods, Saskatoon
 Social Policy: Judy White (Saskatoon) and Kirk Englot (Regina)
 Education: Susan Luedtke, Prince Albert
 Public Relations: Roxane Schury, Saskatoon
 Practice Ethics: Melissa Flowers (Saskatoon)
 Psychologists Act Task Team: Vacant
 Volunteer Development: Tom Seeley, Yorkton
 Scholarship Task Team: Marlene Glettler, Regina
 Health Services Committee: Wanda Miller, Weyburn
 Mentorship: Vacant
 Aboriginal Social Workers Task Team: Hazel Berg, Melfort

SASW BRANCH REPRESENTATIVES:

Regina: Dani Goddard
 Saskatoon: Nicole Ingenthron
 Prince Albert: Nicole Rancourt
 Northeast Branch: Lucie Dmyterko, Nipawin
 Swift Current: Patti Wilson
 Yellowhead East: Colleen Valuek
 Battlefords: Brenda Douglas

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We are interested in readers' stories, thoughts and ideas, letters to the editor, pictures and current events. The Board reserves the right to reject any article as well as edit submitted material.

Publication does not imply endorsement by the Saskatchewan Association of Social Workers. Printed materials represent the views of the contributors and do not necessarily reflect the view/policies of the Association.

The Saskatchewan Social Worker is published and released in March, June, and November. Deadlines for submission of information are December 31st, April 30th and September 15th.

Advertising Rates are as follows:
 \$50 quarter page \$100 half page

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- **ADVOCATE** for **SOCIAL JUSTICE**
- **PROMOTE** the **PROFESSION**
- **REGULATE** the **PROFESSION**
- **SUPPORT** for **ETHICAL PRACTISE**

President's report, continued

Work Regulators. Included in the objectives of this new organization is to support the development of national standards for the assessment of competence in social work practice. To that end, the Council will be embarking on a project to enunciate the competencies required to enter practice. No province except Quebec has done so, and we expect to rely heavily on Quebec's experience, as well the collective experience of the Association of Social Work Boards which represents virtually all the social work licensing structures in North America. This is important work, hastened by the ongoing discussions about labour mobility and agreements on internal trade in Canada.

Finally, once again I want to thank the members of SASW for their continuing work on behalf of the profession and the members. I invite you to contact me, either directly or through the SASW office if you have comments, concerns or ideas that might advance our association and profession.

*Submitted by:
Jim Walls, MSW, RSW (Sask.)*

NOTICE TO MEMBERS

Please be advised that 2009 will be the last year that SASW will be issuing validation stickers for the registered social worker certificates that are in use currently. Given SASW's role as a professional regulator, and the industry standard in terms of protection of the public, it is not an acceptable practice to issue stickers. In fact, it has been our legal advice to cease doing so, and Council has decided to change the process.

SASW will be issuing a yearly license commencing in 2010. This license will be sent out with the official tax receipt and membership card. The issuing of yearly licenses is the practice of most social work jurisdictions across Canada and also with other professions.



SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS

Annual General Meeting – April 28, 2010
Provincial Conference – April 29 and April 30, 2010
West Harvest Inn – Regina, SK



Speakers:

Cindy Blackstock, First Nations Child & Family Caring Society of Canada
“Is this Our Canada?”

Shawn Cassiman, University of Dayton
“Discourse, Narrative & Social Justice: The Relevance to Social Work Practice & Policy”

Bill Lee, McMaster University
“Seeking Social Justice in Troubled Times: Some Lessons from the Past”

James McNinch, University of Regina
“I Thought Pocahontas Was a Movie: Perspectives on Race/Culture Binaries in Education & Service Professions”

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Email: sasw@accesscomm.ca
Website: www.sasw.ca

Hosted by: SASW Regina Branch

Executive Director's Message



In the February newsletter I provided a summary of the work of the standing committees of SASW. As there has been enough new work engaged by most committees, it was suggested I summarize what's new since February:

Standards of Practice (Chair, Nuelle Novik – Regina) Committee members have been recruited and are

now convened to initiate the review of our existing set of practice standards in light of the 2005 Code of Ethics.

Practice Ethics Committee (Chair: Melissa Flowers – Saskatoon) This group has had fewer requests from members for ethical consultation; however, they continue to be available for this purpose as a support to the membership. They would like to remind us all that, should it be requested, this service can be offered on a confidential basis. Please see their advertisement on page 13, and watch for some more detail on the work of this committee in the February newsletter.

Education Committee (Chair: Susan Luedtke – Prince Albert) With Susan moving into the chair, Karen Wasylenka of Regina has replaced her as the lead for the group of seven ethics trainers. The four-year project to cover the membership with the ethics seminar is in year two and is scheduled to conclude at the end of 2011. At this point 28 sessions have occurred, with 408 members attending and 200 non-members. This is a significant achievement.

After the 2010 registration renewal has concluded, the committee intends to review the continuing education policy and the way hours are reported.

Professional Conduct (Chair: Joanne Schenn – Prince Albert) After a significant time of low activity, the Committee is now carrying four active investigations; three are in the early stages, while the fourth proceeded to a discipline hearing on October 27.

Social Justice Committee (Co-chairs, Kirk Englot of Regina and Judy White of Saskatoon) – Along with Jim Walls and me, Kirk participated in a meeting with Social Services Minister Donna Harpauer on March 24 to invite her to our provincial conference, profile our social justice agenda (including our press release in response to the report of foster-care by the Children's Advocate) and outline how we believe we are managing our responsibility for public protection. Preparations

are being made to develop a set of principles for child welfare policy analysis, similar to those developed and approved by Council for income security. There has been support from the committee for Kirk's practicum with SASW on the topic of examining the potential for a poverty reduction strategy in Saskatchewan.

Aboriginal Social Workers Task Team (Chair: Hazel Berg – Saskatoon) The first of two developmental meetings this fall was held in Saskatoon on September 17. This working session will be reconvened November 19 to develop a work plan for reaching out to aboriginal social work members and to those who are eligible to register with SASW.

Public Relations Committee (Chair: Roxane Schury – Saskatoon) Roxane has returned from her six-month leave of absence from the Children's Advocate Office during which Don Ebert covered her role. Don and committee member Allan Corbeil presented to Advisory Board in June the first in a series of new PowerPoint presentations on the profession. This one is geared for high school students who are in the first round of deciding where they would like to be after graduation.

Student Award Task Team (Chair: Marlene Glettler – Regina) A revised policy was proposed by the team and approved by Council. Criteria have been sharpened and there is a new form for the use of student applicants.

Health Services Committee (Chair: Wanda Miller – Weyburn) This committee has finalized and distributed a new brochure for consumers of health services delivered by social workers. This group represents us on any health-oriented matter or by attending events/sessions as our official representatives. The Chair represents us on the CASW committee on health issues.

Volunteer Development Committee (Chair: Tom Seeley – Yorkton) The busiest time for this group is during the winter when they prepare for elections held at the AGM. Through the rest of the year, there is significant support provided to committee chairs as they seek to recruit members to serve with them.

Please have a look at page 9 where you will see the third summary by David Macknak and Frank Dornstauder of their article on 100 years of child welfare services in Saskatchewan. The full version of this informative article is now on our website under the tab "Child Welfare".

*Submitted by:
Richard Hazel, MSW, RSW (Sask.)*

New Election Process for SASW

At the Annual General Meeting (AGM) on April 22, 2009, a set of new By-law provisions were approved. Included was a revised process for electing members to serve on Council. These provisions can be found in Section 25 of *The Social Workers Administrative By-laws* (see the SASW website under the tab “SASW By-laws”).

The key differences are:

- Members may directly nominate a member for an open position on Council.
- Timelines are established for nominations to be made.
- All of those nominated will be identified to the membership in advance of the AGM.
- Voting will still occur at the AGM, but there will no longer be nominations from the floor.
- Term of office changes, for all but the president, from one to two years.

Generally, members of Council to be elected are the president, secretary, treasurer and three members at large. Also sitting on Council are two public representatives appointed by the Minister of Social Services who carry responsibility for providing oversight to our work in the interests of the public. The term of a president is four years, the first as president-elect, the second and third as president and the fourth as past-president. Jim Walls is in his second year as president and will become past-president next year when Carole Bryant moves from the president-elect role to the president role.

Currently, all of those elected to other positions serve for one year. New By-law provisions will change that to two years. So, for all but the president position, those elected at the next AGM will serve for two years.

The new rules are:

- When a vacancy on Council will occur at the next AGM, a notice shall be sent out by November 30 to the voting members of the Association to advise of their right to nominate licensed members to fill identified vacancies for the coming year. The notice will state the date by which any nominations are to be sent to the SASW Office. (Please note the required notice immediately to the right on this page.)
- Nominations shall be made by three licensed members and shall include background information on the nominee, according to the nomination form on page 6. The form is available for download from the SASW website.
- Any nominations from the Volunteer Development Committee shall be in the same form as other nom-

inations.

- The Volunteer Development Committee is required to present all nominations to the membership in advance of the annual general meeting.
- At the AGM, the voting members present shall vote to elect the members of Council where positions are to be determined.

The intent of proposing this revised approach was to move the nomination process well ahead of the AGM and improve transparency of the nominations process. It is intended to gain experience with this framework, then consider whether further amendments to it may be helpful.

To assist those considering filing a nomination and those considering accepting their name being filed, the recently revised Terms of Reference for Council are on pages 6 to 8 of this newsletter.

NOTICE TO MEMBERS

CALL FOR NOMINATIONS TO COUNCIL POSITIONS

As per Section 25 (2) of *The Social Workers Administrative By-laws*, SASW voting members are hereby given notice of the right to nominate licensed member(s) to fill any Council vacancy for the upcoming year. The positions open for nomination are secretary, treasurer and three members at large.

All nominations must be submitted on the “Call for Nominations Form” which is included within this newsletter. Nominations must be mailed to the SASW Office no later than February 27, 2010.

The SASW Annual General Meeting will be held in Regina, Saskatchewan on Wednesday, April 28, 2010.

SASW Council - Terms of Reference

Authority

Section 8 of *The Social Workers Act* and the first 12 sections of *The Social Workers Administrative By-laws* provide for the creation and functioning of the Council. Section 8 of the Act states, "The council shall govern, manage and regulate the affairs and business of the association."

Together the above provisions currently authorize that Council consists of nine members, of which five constitute quorum. Two of the nine are the public representatives appointed by government.

Purpose

- Define the results to be achieved by SASW.
- Develop, implement and evaluate governance pro-

cesses.

- Hire, monitor and evaluate the results of the Executive Director.
- Define the operating parameters/decision-making scope of the Executive Director.
- Define through policy the operating parameters of the organization along the lines of registration, operations and personnel management.

Outcomes

- Vision, mission, values and principles statements, and the existence of priorities and goals.
- Approved policy in the areas of personnel, membership registration and association operations.
- Effective financial management.

continued on page 7

Call for Nominations for SASW Council

Position for Nomination: _____

Name: _____

SASW Registration Number: _____

Address: _____

Credentials: _____

City/Town: _____

Number of years in practice: _____

Area(s) of practice and contribution to the profession: _____

Previous/present involvement with SASW Branch/Committee:

Nature of contribution(s) to be made on SASW Council:

Signature of Nominee: _____

Nominators – Registered Social Workers

Signatures of Nominators

Deadline for submitting nominations: February 27, 2010
Mail completed form to SASW Office – 2110 Lorne Street, Regina, SK, S4P 2M5

SASW Council - Terms of Reference, continued

- Ongoing financial accountability and reporting to the membership.
- An effective and open process to manage succession to Council membership.
- Training, development and evaluation of Council members.
- Effective processes for the engagement of membership.
- Regular tracking and review of approved Association initiatives.
- The Executive Director reports to Council. Day-to-day accountability and reporting is to the President, unless this is delegated to another member of Council.

Conduct and Operational Assumptions

- Individual viewpoints are sought and respected.
- Council seeks advice from Advisory Board as required.
- Issues are presented for challenge and debate.
- Time availability is acknowledged in the setting and conduct of meetings.
- Council has 'one voice' when providing direction to the Executive Director.
- Council has 'one voice' when communicating decisions to stakeholders.
- Council members provide support to the learning objectives of individual Council members.
- In line with the policy titled, "Professional Self-Regulation", care is to be taken that Council members do not interact with the regulatory functions managed by the Professional Conduct and Discipline Committees. The policy directs that regulatory processes are to operate with complete independence from the rest of the Association's operations. However, Council does set operational policy for the Professional Conduct and Discipline Committees and they do report to Council on their overall plans and activities.

Performance Measurement (how Council measures its success)

- Statements exist for vision, mission and for operational values and principles.
- Regular review of SASW action plan addressing new initiatives and directions coming out of a strategic planning exercise. Noting progress, giving revised direction and adjusting time-lines.
- The existence of a current policy manual covering personnel management, organization operations and member registration.
- Tracking questions and concerns presented to Council by members and the nature of the response required.
- Periodic reflection by Council itself on the general

operation of the Association

- Annual assessment on progress made toward identified goals.
- Assessment of the way in which work is shared around the Council table.

Structure

- Positions and primary responsibilities are as contained in sections three to eight of *The Social Workers Administrative By-laws*.
- Special projects/tasks may be assigned from time to time to individual Council members.

Resources

- Time required of Council members includes 9 meetings a year. Five of these would be Council meetings, three would be Advisory Board meetings (in person) and one would be the AGM. In addition there would be time required to fulfill any individual roles carried at the Council table.

continued on page 7

Overwhelmed with extreme caseloads?

Help is out there

Mental Health Care Workers offering:

Accompanied Outings

In Home Visits



546-4288

949-4405

Licensed

Insured

Experienced

References Provided

SASW Council - Terms of Reference, continued

- Staff support to the effective operation of Council comes from the Executive Director, the Registrar and the Office Administrator.

Communications

- The main method will be the regular meetings of Council and the Advisory Board. In between these, email and telephone will be used for communication with and among Council members. Special meetings may be called if circumstances warrant. Council meetings may be held in person or by telephone conference.
- The Advisory Board is the main mechanism of communication with, and for the taking of advice from the membership.
- At times Council members may be required to communicate directly and independently with Branches and external individuals or groups.

Potential Risks

- The key risk is volunteer time available to achieve all that needs attention.

- To respond will mean that time will always need to be managed wisely. Council needs to use its time effectively, and to ensure that any committee struggling to make progress is supported to keep on track through adjustment of expectations/priority or its volunteer resources.

Issues Management

- Issues from external sources are to be managed by the Executive Director who determines if the President should be involved in responding. In some cases these matters will be brought to the Council table.
- Issues internal to Council and its successful operation are to remain at the Council table.
- Issues with staff are to be managed according to approved policy, in a confidential way that is focused upon performance improvement and support of required outcomes.

Schedule

Materials required for Council and Advisory Board meetings are to be provided to the SASW office 10 days in advance of the meeting date. This is so they can be packaged and sent with the meeting agenda or so that any further work required by staff can be completed by the meeting date.



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**Wherever you go,
Whatever you do,
Say**



“I AM A SOCIAL WORKER”

You may be surprised at how often social workers say they work with alcoholics or they do therapy or counsel troubled children or direct an employee assistance program. There is nothing wrong with these statements, but preface each with “I AM A SOCIAL WORKER” and then add the statement “...who works with troubled youth.” What you will be doing is performing an invaluable service to the education of the public which benefits the social work profession and ultimately yourself.

The best way to strengthen the image of the social work profession is for social workers to identify themselves as SOCIAL WORKERS.

Social Workers – Make a Difference



Article Section

100 Years of Child Welfare Services in Saskatchewan

This is the last of three abridgements which together constitute approximately a third of the 15,000 word survey article now available on the SASW website. See the website for the first two abridgements, which were printed in the February and June editions of this newsletter.

ANNOTATED TIMELINE — continued

- 1943 - The Regina CAS is the first to employ a trained social worker.
- 1944 - A new government with a socialist agenda is elected—the CCF (Canadian Commonwealth Federation), a forerunner of the NDP. It promises an expanded social agenda, including a new focus on social welfare and child welfare.
- 1944 - The Department of Reconstruction, Labor and Social Welfare is created. The Child Welfare Branch assumes the work of the Bureau of Child Protection.
- 1945 - Legislation is amended to allow temporary committal of a child to the Minister as well as permanent committal.
- 1946 - Referrals for child welfare services reaches a record high of almost 1500 families.
- 1946 - *The Child Welfare Act* is passed and spells out services to unmarried parents more comprehensively: financial, counseling and placement for adoption.
- 1948 - This year finds the Child Welfare Branch responsible for supervision of nearly 3000 children. The increased number in ward care can be attributed, in part, to the withdrawal of Children's Aid Societies.
- 1947-1948 - The Child Welfare Branch sets up a subsidized foster home in Prince Albert as a temporary receiving home for children apprehended in that area. The Branch begins to use small private boarding schools, sponsored by religious groups and service clubs as resources for wards.
- 1945-1947 - The Child Welfare Branch opens and operates the Babies Nursery in a wing of the Boy Industrial School in Regina pending the development of a permanent facility.
- 1949 - Change of name for the department responsible for child welfare and other social services to the Department of Social Welfare and Rehabilitation, in part to reflect the work being done with returning veterans of WW II.
- 1950-51 - The Child Welfare Branch is decentralized and regional offices are created in Regina, Moose Jaw, Saskatoon, Prince Albert, North Battleford and Yorkton.
- 1953 - Standards are established for working with children in all program areas.
- 1959 - *The Social Aid Act* and regulations are enacted and administered by municipalities.
- 1959 - The introduction of Aid to Dependent Families, a provincially administered program to address poverty and as a longer term, more comprehensive service to families on Social Aid.
- 1959 - The last Children's Aid Society, located in Saskatoon, ceases operation and the Department of Social Services becomes responsible for all child welfare in the province.
- 1967 - Adopt Indian and Metis Program (A.I.M.) is established with Federal assistance, for the purpose of locating and preparing adoption homes for Indian and Metis children who are in permanent care of the Minister and in need of an adoption home. In 1971-72 the program is expanded to include any special needs child who is a permanent ward and in need of an adoption home.
- 1973-74 - *The Family Services Act* is passed and implemented. The thrust of the new legislation is primarily to enable the Department of Social Services to provide support and early intervention services to families and avoid children becoming in need of protection.
- 1977 - The inter-provincial Child Protection Registry is initiated.
- 1984 - The Federal Government replaces the Juvenile Delinquents Act with the Young Offenders Act. The definition of "youth" includes 17 and 18 year olds.
- 1989 - The Child and Family Services Act is passed. Highlights: spousal violence is added as a reason for considering child in need of protection, sharpened focus on "best interest of children" and timely resolution of care and custody issues, change in time lines on court action and length of time a child can remain

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100 Years of Child Welfare Services in Saskatchewan

in temporary care. Child protection is cast as a last resort service and more specific provisions are provided for development and availability of community-based ‘prevention’ services. Removal of a child must be based upon an additional test of immediate jeopardy.

- 1989 - First tripartite agreements between Federal, Provincial and First Nations governments to delegate to First Nations Child and Family Service Agencies the delivery of child welfare services on reserves.
- 1994 - Office of the Children’s Advocate is established.
- 2000 circa - First Nations governments renew efforts to create their own child welfare legislation and develop more child welfare services under the authority of First Nations government.
- 2003 - *The Youth Criminal Justice Act* replaces the *Young Offenders Act*. The new legislation encourages more extensive use of measures alternative to incarceration. Saskatchewan moves the administration of youth justice programs to the Department of Justice.
- 2008 - The newly titled Ministry of Social Services announces there will be a review of child welfare legislation. The review is prompted in part by a sharp escalation in the number of children coming into care in the past five years accompanied by a shortage of foster care resources.

Note: We have reported significant events in the history of both the adoption program and institutional care for special groups of children in the Annotated Timeline. We feel there is some profit in viewing each separately in more detail. A more complete treatment of these can be found in the full document on the SASW Website.

Pioneers

The initiation and development of child protection legislation, policy and procedures, are only part of the story and in many respects, a small part. It takes competent and dedicated people to bring the legislation to fruition. The pioneers were people such as the first Superintendent of Child Protection services, S. Spencer Page, who in turn was succeeded by Ms Ethel J. Maclachlan and F. J. Reynolds. They served not only as administrators but also worked as field staff, especially in the early days.

Perhaps the person who had the most significant influence on the development of child protection and child care services was Mildred E. Battel. She led the Child Welfare Branch for 25 years (1939-1964) and strove to make it a professional service. She was assisted by persons such as Alice Dales after whom the present day Dales House is named and Roy Wilson, after whom the former Wilson Centre in Sedley was named.

Alice Dales told of her life as a young social worker where she periodically boarded a train with a bundle of babies to be delivered to waiting approved adoptive parents. She dropped them off as the train proceeded down the line. All of Saskatchewan was her territory and train transportation was the only secure method of travel available to her.

We trust readers of this piece will recall and suggest other names worthy of being added to this short list. We name a few so we do not forget the contributions of the many.

Reflections

“The best test of a civilized society is the way in which it treats its most vulnerable and weakest members.” — Mahatma Gandhi

Perhaps we can learn to look at the past in a way that recognizes the seeds of new solutions already sown. Though careful examination will also discover the failures of past actions and can provide warnings about false paths in the present and into the future. To paraphrase the Russian proverb that begins this survey—“Dwell on the past and you lose one eye; forget the past and you lose two eyes.”—we must learn to use two eyes to survey the record. Perhaps the two eyes the proverb refers to are the inner eye of insight and compassion and the outer eye of fact finding and ordering of resources. Or perhaps it refers to the forward looking eye and the backward looking eye. There are many forms and degrees of both literal and metaphorical blindness—and vision—and a good proverb has many interpretations.

A final thought: What constitutes success in a child welfare program? Were the earlier programs successful?

continued on page 11

Website: www.sasw.ca

100 Years of Child Welfare Services in Saskatchewan

Are the current programs more or less successful than the earlier ones? Can we attribute any success achieved to the foundations laid down for us and from what we have learned from earlier mistakes and accomplishments? What factors do we build into a program to make success more likely?

These are difficult questions to answer and they weigh heavily on the consciousness of all the key actors. However, if community support is to be maintained these questions must be addressed not only by government but also by all other organizations who fund social services.

Lessons of the Past

Every reader views the record of child welfare in Saskatchewan through a subjective lens. To the authors the record suggests ways a society might respond in navigating a path toward a better child welfare response. In this section of the article we present our understanding of some lessons from the past. Here are the headings for the 11 “lessons”:

1. There’s no easy fix for breakdowns in child wel-

fare.

2. Seize the day.
3. Unsolvable problems can still be well-managed.
4. Aim to gain the trust of all citizens.
5. Poverty creates business for child welfare.
6. Act with all due respect.
7. Child welfare cannot function in isolation.
8. Sound information, experienced informants, consensus, and imagination are the key ingredients to successful change.
9. A review of the legislation is always timely.
10. The tail sometimes wags the dog.
11. Complex problems require comprehensive solutions.

Submitted by:

*D. Macknak, MSW, RSW (Sask.) and
F. Dornstauder, MSW, RSW (Sask.)*

Note:

For the full article and a selection of historic photographs, see the SASW website under the “Child Welfare” tab.

Postlewaite helps Saskatoon Health Region promote values

Warren Postlewaite, a Respectful Workplace Consultant with Labour Relations, was a finalist in the Saskatchewan Healthcare Excellence Awards. In September 2008, Warren produced and directed a short film called *The Renewal*, which promoted the Saskatoon Health Region’s *Code of Conduct Values*. The extraordinary film has subsequently motivated thousands of Saskatoon Health Region staff and stakeholders to live the organization’s values of collaboration, compassion, respect, stewardship and excellence. *The Renewal* has provided employees a voice to share their collective knowledge and wisdom and has forged a path to help us all better understand how common values can bind.

Warren has created a new, innovative and proactive vision for respect and dignity in the Saskatoon Health Region. His plan includes new educational programming, the establishment of a coalition group to enhance stakeholder and union relations, establishing a new harassment investigation blueprint, a respect and dignity policy rewrite and a system-wide branding campaign. Warren’s preliminary work on these initiatives has already begun to promote deep

system change.

Warren has demonstrated that one person can indeed change worlds. In all that he does, Warren has made great efforts to flatten hierarchies, empower employees and leaders and reinvent how respect and dignity work is done in health care. He is a leader who leads other leaders and he is an example of what can be accomplished when we live our values.





Committee, Branch & Task Team Section

“A Day in the Life of a Social Worker”

My work day begins as 6:30 a.m. rolls around and I get up to get the coffee (my addiction), let the dog out and pet the cat. After having the first cup with my partner, on a good day the dog gets a quick walk on the walking trails along the river valley. This always makes me count my blessings in having such a wonderful place to live and work. I've lived in the Battlefords for the past 13 years, and count it amongst the prettier places I've resided.

After 20 years of employment with the Government of Saskatchewan, I decided I was due for a change. With three of my four children through post-secondary training and launched in their careers, it was Mom's turn! I upgraded to obtain my Master's Degree through Dalhousie University's online program, completing it in 2005. How welcome it was to have words and terms to describe what I had learned in the trenches about anti-oppressive social work. Going back to “school” gave me a boost of enthusiasm for the social work profession. Following this, I worked for a couple of years for the Prairie North Health Region as a clinical social worker for Child & Youth Services, and for the past year I have been employed by BTC (Battlefords Tribal Council) Indian Health Services. My primary role is as a counsellor for pre- and post-natal women in the Building Healthy Families Program (Maternal Child Health). The main purpose of this program is to assist prenatal women and parents of infants to access health services, and support them in healthy life-style choices. It is a woman-centered approach to health care.

BTC Indian Health Services recently celebrated thirty years of being in the business. An accredited health agency, it provides direct as well as preventative services to six First Nations in the area surrounding the Battlefords. The farthest is about a 45-minute drive. Each community has its own health clinic. Along with other professionals I travel (independently) from the North Battleford Office to the different areas to provide services. I have office space in each clinic. Virtually all of my professional career has included rural travel to people's homes or communities, so this feels familiar and comfortable. I visit each community every other week. I have learned that the Health Clinics can be vibrant community centres with activities and care being offered from pre-birth to the elderly.

I receive referrals from the Community Health Nurses following their pre-natal assessment, which includes several psychosocial screening tools. I then prioritize according to the information I receive from them. All of my clients are voluntary. By their choice, the majority of my individual counselling sessions take place in their home. I was initially reluctant to do this due to confidentiality and privacy issues; however, it has worked out well. The women I see have always ensured a private setting, and meeting in their home allows their older children to play outside or with their toys, get snacks when they want/need to—and check on Mom. Transportation and child-care have always been barriers for many people to be

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Promoting FASD Awareness Day: (left to right Denise Kopp (nurse), Mary-Ann Gibson, Glenda Martin (nurse), Louise Churchman (nurse), Heather Beatch (nurse), Rhonda Patterson (nurse) and Patti Whitecalf (nurse).

“A Day in the Life of a Social Worker” continued

able to access services. When I make home visits, both of these barriers are eliminated! I believe it also empowers women when I go to them, and I am their guest. Group work is offered in the Clinic with the Family Health Workers helping with transportation when needed.

When I have the time, I may participate in some of the food prep classes and exercises that the nutritionist and exercise therapist are facilitating in the health clinics. Learning to cook new dishes, peeling onions with other women and having them see the tears streaming from my eyes, or having them see what a lousy athlete I am as we play a silly game with a rubber chicken, seem to be good ways to build relationships and break down barriers!

We try to include fun in our work when we can. On September 9 one of the ways we celebrated FASD Awareness and Prevention Day was by wearing “balloon bellies” for the day, and wearing a sign taped to our backs about not drinking when pregnant. I met with the Community Health Nurses and FASD Prevention Worker in the morning for the donning of the “bellies” and pictures. Following that I travelled to one of the communities where I met with two women individually, and sat in on the pre-natal class the CHN facilitated. The balloon bellies and signs were a very effective way of bringing attention to the day, and offering the opportunity to speak about FASD. In the meantime, we had asked the schools to participate in the “Ring Those Bells” Campaign at 9:09 a.m. and provided a suggested message to be read to the students. I am currently partnering with the FASD Prevention Worker to provide information through classroom presentations to students in Grades 7-12, with the goal of reducing the incidence of FASD. We have rap song and poster contests planned to bring fun to the process.

One of the neat programs the Family Health Workers facilitate is the Moss Bag Project. This entails women either hand stitching or machine sewing a Moss Bag for a baby. An Elder is present to share wisdom and traditional teachings to the women participating. I feel lucky to have the opportunity to be always learning from others. Cultural competence has been and continues to be something I am always working on. For example, I have become more aware of differences in the grieving process between native and non-native cultures, and my need to offer culturally appropriate counselling in this

area. My professional development plan includes clinical supervision from a registered social worker, who is also a registered psychologist, consultation with Elders as well as attendance at conferences and workshops to increase my knowledge base and upgrade my skills. The learning never ends. I feel honoured by people’s sharing and trust, and to be in the profession I am in. I am proud to say: “I Am A Social Worker and This Is What I Do...”

Submitted by:

Mary-Ann Gibson, MSW, RSW (Sask.)

“Creating a Culture of Ethical Excellence” A Workshop on Boundary Issues in the Professional Social Work/Client Relationship

The Saskatchewan Association of Social Workers (SASW) has been delivering half-day workshops focused on ethical practice and boundary issues in the professional social work/client relationship. The association’s aim is to see all members complete the training session by December, 2011. The workshop is available at no cost for SASW members and social work students. To date, 28 sessions have been held across the province with 408 SASW members attending.

This training is part of SASW’s ongoing commitment to continuing education and to supporting social workers in ethical practice. Knowledge about the CASW Code of Ethics (2005) and discussion about ethical issues contributes to an increased awareness that will enhance social work service and protect the public interest. Participants can use the hours towards their required 40 hours of continuing professional education with SASW.

Please contact the SASW office to arrange for a workshop in your area or if you would like more information.

Navigating an Ethical Minefield? Pondering a “Grey Area”?

The **Practice Ethics Committee** is a confidential support service for SASW members that offers guidance on ethical decision-making. The committee will make every effort to respond in a timely fashion, and will provide alternate ways of viewing and acting on ethical issues.

To contact the Practice Ethics Committee with your questions or dilemmas, please call the SASW Office. Contact may be by letter, email, telephone or fax. Sufficient detail should be given so that an informed response can be made.

Contributions to the newsletter are always welcome.

Read any good books lately?

Working on an interesting project?

Have an area of interest that you would like to share
with other people?

Write to SASW Editor and see your name in print!

**Deadline for the next newsletter is
December 31, 2009.**



Faculty of Social Work, University of Regina Section

Dean's Message



Welcome to the fall and a new academic year. At the University of Regina, Faculty of Social Work we are celebrating the arrival of several new folks. Many of you will know these new faculty and staff who have joined us in recent weeks. We say welcome to Dr. Jim Mulvale, RSW, our new Associate Dean. He has been working in the Department of Justice Studies in the

Faculty of Arts until his transfer to Social Work. Jim has been a hard working and engaged member of SASW for some time so you may know him through his community involvement and research agenda or through SASW. Many will also know Drs. Donalda Halabuza, RSW, and Nuelle Novik, RSW. They both join our faculty and will be based in Regina. Both have been practicing professionals in our community and have recently completed their Ph.D.s. In Saskatoon, we welcome Dr. Brigitte Krieg and Monty Montgomery Ph.C. (Ph.D. Candidate). Both have also been working in our community engaging in various aspects of professional practice and many in the Saskatoon and Prince Albert area will know them. All of our new faculty bring an impressive history in providing direct practice as well as teaching. They also bring to the Faculty and the community fascinating backgrounds in scholarship ranging from bereavement to child welfare, diversity, mental health, women's health, family and individual resiliency poverty reduction and many other areas.

Our practicum program is also greeting new staff and sessional faculty. In Regina we are welcoming Dr. Randy Johner, RSW, and Anne Penniston Gray, MSW, RSW, who will be working with Myrna Pitzel to implement our outstanding program. In Saskatoon we are welcoming Erin Beckwell, MSW, RSW, as the area Field Education Coordinator while Darlene Chalmers is away on sabbatical. Erin is a recent grad of our MSW program and has an outstanding history of practice involvement with which many in the Saskatoon area will be familiar. Joining her will be Sally Kahnapace and Sherri Pooyak. In Regina we are also saying goodbye to Sheila Brandick and Jane Grieve who have each made outstanding contributions to

the practicum program. Join me in saying goodbye and also welcoming each of our new members.

We have more good news to share. As a Faculty, we continue to explore avenues to better fulfill our mission throughout the Province and region. We are actively working with the U of R Centre for Continuing Education to implement improved distance offerings across the province at the BSW level. We are also following up on Faculty-wide consultations regarding the MSW program. We have committed to improving the direct practice offerings within the MSW program and to make the MSW more widely available. As we move forward on these initiatives we will keep the community informed through multiple venues including this column and also

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Make a meaningful contribution to the Social Work profession... Please donate to the SASW Student Award Fund

The SASW Student Award Fund accepts donations from individual members, bequests from estates, fund-raising initiatives or anyone else who may wish to contribute to the fund. A receipt for income tax purposes will be provided by the South Saskatchewan Community Foundation, the administrator of the Fund. The SASW Student Award is given each year at the Annual General Meeting in recognition of a student's contribution to his/her community. As the Fund grows, so too does the amount of the award. Please call the SASW office if you require more information.

Name of Donor: _____

Address: _____

City: _____ Province: _____

Postal Code _____ Phone: _____

Amount of Donation to SASW Student Award Fund: \$ _____

Mail cheque to:

South Saskatchewan Community Foundation
#2 - 2700 Montague Street, Regina, Sask. S4S 0J9

With your consent, the SASW office will be informed of your name and amount of your donation. Do you wish to have the SASW office informed of your donation? Yes ___ No ___

Dean's Message, continued

the Faculty of Social Work web site.

Finally our students are excited to be back and to continuing to move toward graduation and joining the profession. Our enrolments are at the same level as 2006 and the dynamic of student engagement is as strong as ever.

As I walk down the hall I hear chatter about the course taught this last summer by Drs. Garson Hunter and Miguel Sanchez that included a trip to an international conference on poverty in Louisville, Kentucky. We also hear students talking about the Inter-professional Collaboration for Health and Learning course that our faculty is participating in with the faculties of Kinesiology and Health Studies, Arts (Justice Studies), Education, and the College of Nursing. Thanks for this goes to the hard work and creative thinking of Myrna Pitzel and a team of educators from the other faculties. Students are also excited about the developing student run project called SEARCH (Student Energy in Action for Regina Community Health) that will mirror the community service program known as SWITCH (Student Wellness Initiative Toward Community Health) in Saskatoon. We have good participation of students in SWITCH and our Regina students are also looking forward to this developing opportunity to make a difference while they achieve their education. Lastly we have strong student run governance organizations in both

Field Instructor Training Participants Faculty of Social Work and SASW

Sept - November, 2008, Regina Campus

Sidney McGilliky	Collette Beaubien
Gwen Moyse	Cathy Fieldgate
Ann MGenough	Al Shoenthal
Joan Marshall	Jamie Milligan
Twyla Mosley	Kim Fellner
Charlene Mclean	

April - May, 2009, Regina Campus

Mia Hill	Mary Chase
Marc Brochu	Jim Waldon
Laura Duchek	Helen Ferridge
Carmen Dyer	Denise Bertossa
Joanne Salido	Paula Green
Gord Moyer	Alison Edworthy
Alison Gribbon	Aaron Orban
Kim Schneider	Heather Hunt
Aaron Ashton	Kari Roussel
Heather Yanko	Donna Yathon
Brenda Heidt	Michelle Bush
Christine Lwanga	Jill Arnott

Regina and Saskatoon that are led by presidents Chris Parchman and Emily Alston-O'Connor, respectively.

If you are in the area stop by our offices and say hello. We would love to greet you and share with you our excitement about the many excellent things that Social Work at the University is about these days.

Submitted by:

David Schantz, Ph.D., RSW (Sask.)

Dean – Faculty of Social Work



Chatter Box Section

Resources for birth parents who are unsure of what life choices to make for their children can often be difficult for birth parents and professionals alike to access. Birth parents face a variety of choices, including choosing to parent, making their child available for adoption or having an abortion.

In Saskatchewan, a variety of counseling services can be accessed by birth parents free of charge. The Ministry of Advanced Education Employment and Labour (AEEL) has on its website a directory for women that provides information on an array of community services geared towards women's health and social needs. The directory can be accessed at: <http://www.labour.gov.sk.ca/swo/directory-search>

The Adoption Support Centre of Saskatchewan (ASCS) in Saskatoon is a publicly funded resource that offers information to both birth parents and adoptees on the adoption processes in Saskatchewan. They also provide referrals to agencies across the province that can assist individuals with their own personal needs, and have an extensive resource-lending centre that can be accessed by ASCS members. The ASCS can be accessed at www.adoptionsask.org or by calling toll-free to 1-866-869-2727.



SASW
Toll Free Number
(outside Regina)
1-877-517-7279

UPCOMING CONFERENCES, WORKSHOPS & EDUCATIONAL EVENTS

Emotional Intelligence in Couples Therapy: Advances from neurobiology and the science of intimate relationships

November 20-21, 2009

Edmonton, Alberta

Speaker: Dr. Brent Atkinson”

Contact: The Lousage Institute

www.lousageinstitute.com

Phone: (780) 488-7679 or toll free

1-888-LOUSAGE

Aspirations: A Safe Place to Grow Workshops

Level 2: Development, Attachment, and Trauma Training.

February - October 2010

Edmonton, Alberta

Local organizer: Aspirations Inc (Lynne M.
Kostiuk)

phone: (780)-953-1374

e-mail: aspirations@asafelaceto-grow.ca

info: <http://www.asafelaceto-grow.ca/level2.pdf>

Love and Bonding in Couple Therapy: New advances in the practice of emotionally focused therapy

February 5-6, 2010

Edmonton, Alberta

Speaker: Dr. Sue Johnson

Contact: The Lousage Institute

www.lousageinstitute.com

Phone: (780) 488-7679 or toll free

1-888-LOUSAGE

Saskatchewan Association of Social Workers

Annual General Meeting & Provincial Conference

April 28 - 30, 2010

West Harvest Inn - Regina, SK

Hosted by: SASW Regina Branch

“Social Justice Works: from discourse to action”
Speakers:

Cindy Blackstock, First Nations Child & Family
Caring Society of Canada

“Is this Our Canada?”

Shawn Cassiman, University of Dayton

“Discourse, Narrative & Social Justice: The
Relevance to Social Work Practice & Policy”

Bill Lee, McMaster University

“Seeking Social Justice in Troubled Times: Some
Lessons from the Past”

James McNinch, University of Regina

“I Thought Pocahontas Was a Movie: Perspectives
on Race/Culture Binaries in Education & Service
Professions”

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**Upcoming events, news and workshops are regularly posted on the SASW website.
Please visit the website for more information.**