



SASKATCHEWAN SOCIAL WORKER

Volume 22 Number 2

“Social Workers – Make a Difference”

June 2011 Edition

2011 Provincial Workshop Days

Fostering Resilience: Building Skills for Effective Practice

Franklin D. Roosevelt said “When you get to the end of your rope, tie a knot and hang on.” The truly resilient person would enjoy the view, learn to swing, appreciate the ride and go on to tell a great story about the adventure.

On May 4 in Saskatoon and May 5 in Regina, Dr. Glen Fahs from Salem, Oregon, led participants through a day of resiliency training based on the work of Dr. Al Siebert, author of *The Resiliency Advantage*. Dr. Fahs presented the five levels of resiliency and discussed change, transition and how to develop resiliency in yourself and others. Combining inspirational examples with humorous anecdotes, Dr. Fahs led us through the resiliency process as he discussed the choice we make to become “better or bitter” when hit by disruptive change. He engaged the group in a variety of exercises as we tested our own resiliency and learned from the examples and experiences of other participants.

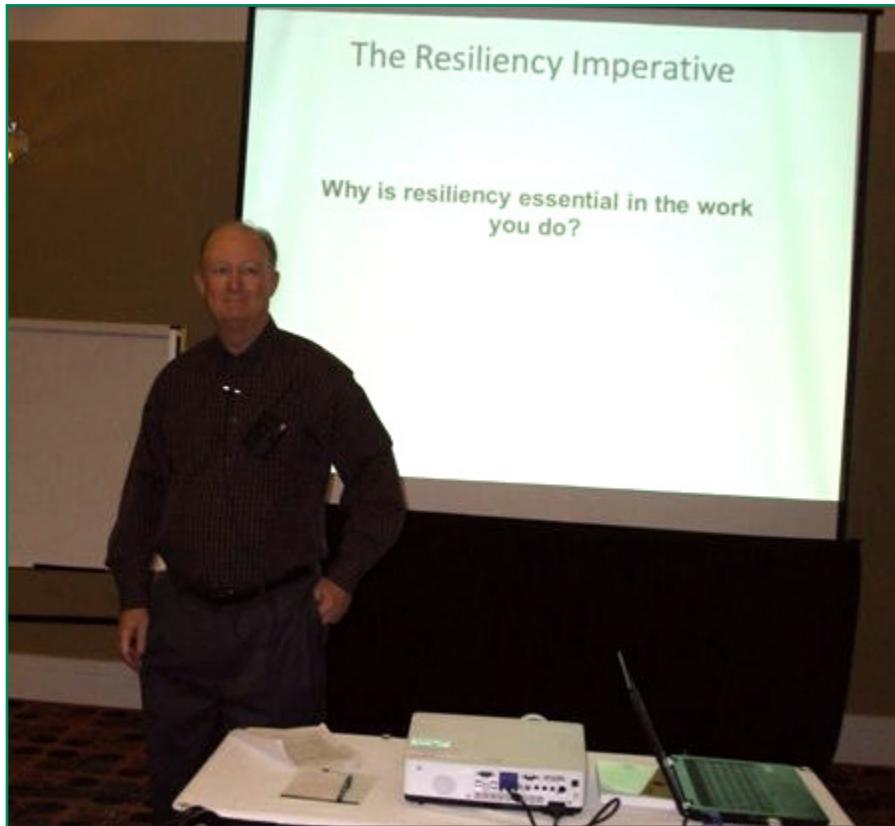
In response to feedback from members, this year we changed the format of our annual conference to a one-day workshop held in two locations. The goal was to make this training more affordable as well as more accessible for our members. The initial feedback has been positive and we had a total of 270 registrations with 160 participants in Saskatoon and 109 in Regina. The recommendations from this year’s evaluations will be passed on to next year’s planning committee.

Thank you to the members of the

2011 Provincial SASW Workshop Planning Committee: Angie Pollom (Saskatoon), Dianne Lauritzen (North Battleford), Charlene Cameron (Prince Albert), Colleen Herman (Weyburn), Richard Hazel (Regina) and Debb Fisher (Regina).

Thanks to all who attended and good luck to next year’s planning committee!

*Submitted by:
Maureen Kraemer, MSW, RSW (SK)*



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• **ADVOCATE for SOCIAL JUSTICE**

• **PROMOTE the PROFESSION**

• **REGULATE the PROFESSION**

• **SUPPORT for ETHICAL PRACTISE**

President's Report



The endless winter and inclement weather did not hamper the many activities and initiatives at SASW. Since my last report, the association has been active on a number of fronts, including providing input on the future direction of CASW, our national association. SASW Council and committees continue to meet and a number of branches held events to commemorate Social Work Week held March 20 to 26 with the theme **Social Workers for Dignity and Inclusion: Upholding Human Rights.**

As our membership continues to increase, unfortunately so does the work of the Professional Conduct Committee. The mandate of the Professional Conduct Committee (PCC) is to receive and investigate any written allegation of acts of professional misconduct and/or incompetence brought against a member of SASW. Discussions have been underway for some time about the need to add administrative, analytic, and investigative support to the committee. The number of complaints has increased as has the complexity of the concerns raised. The amount of up-front work

The combined membership of all of these groups is over 26,000 so the potential impact is enormous.

required to determine whether and how to investigate a complaint is more than can be expected of a committee of volunteers. Accordingly, in the 2011 budget a sum has been set aside to hire a Professional Conduct Committee representative who will, among other duties, research complaints, determine their merits and analyze the potential points of research and, if deemed appropriate, carry out the investigative steps under the direction of the PCC. The position, responsibilities, and budget allocation will be assessed after a one-year trial period.

The Saskatchewan Registered Nurses Association and SASW have for a number of years had a joint collaboration focusing on social justice issues. On April 11 the two associations hosted a luncheon in Saskatoon for representatives from the College of Physicians and Surgeons, the Saskatchewan Teachers' Federation, the College of Psychologists, and the Registered Psychiatric Nurses

of Saskatchewan. The purpose of the meeting was to start discussion on widening the collaboration on social justice issues. The response was very positive and although no formal commitments on future initiatives were made, all representatives agreed to take the concept back to their respective councils/colleges for further discussion. The general consensus was that poverty affects all of our members and it was in the group's collective interest to explore further. The combined membership of all of these groups is over 26,000 so the potential impact is enormous.

The association held its annual general meeting on Saturday, April 30, in Saskatoon. In addition to some minor by-law amendments, the membership received a number of reports from Council, committees, and branches. The group also approved the auditor's report for the period ending December 31, 2010, and reviewed the 2011 operating budget. Congratulations to president-elect Joanne Schenn, who is Director of Social Work, PA Parkland Health Region. Joanne very capably served as the chair of the Professional Conduct Committee until her election. I would also like to congratulate Jim Walls who was the recipient of the CASW Distinguished Service Award, Linda Rudachyk, the recipient of the SASW Distinguished Service Award, and Serena Cataldo, the winner of the Student Award. The association is fortunate to have individuals of this calibre working on its behalf.

Submitted by:

Carole Bryant, MSW, RSW (SK), MBA, CMA

**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

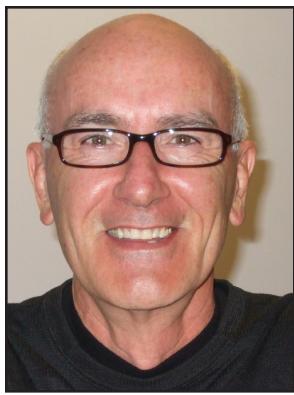
Regina Workshop Highlights



Saskatoon Workshop Highlights



Executive Director's Message



Further to the activities reflected in Carole's report, I'll add information on two surveys that will be available through the latter part of spring:

The Education Committee has linked with the Centre for Continuing Education (CCE) at the U of R for the purpose of exploring their involvement in organizing a

series of continuing education opportunities throughout the year. Some of these would be offered by members of the Faculty of Social Work and before engaging with us, CCE has devised a survey that looks at issues of topic, timing and cost. It is likely that the survey is open as this newsletter comes to you, so please check the SASW website if you did not get a direct email that included the survey link.

You've read in these pages about the Canadian Council of Social Work Regulators (CCSWR), which is the coordinating group for all 10 Canadian regulators of our profession. Funded by the federal government, CCSWR is managing a project to develop entry-level competencies for social work that will facilitate the right to labour mobility for registered social workers. The results will be established nationally and will lay the foundation for future development of entry-to-practice examinations.

SASW and our counterparts in the other provinces and territories need to have a precise delineation of social work in order to comply with the Agreement on Internal Trade which provides that a person qualified to practice in one jurisdiction ought to be able to qualify to practice in all jurisdictions. Earlier phases of the project have identified the competencies and the survey seeks to confirm, shape and refine the elements. Again, check the website if you did not get a direct email inviting your participation.

As the year continues to progress, I've been noticing how colleagues and friends find ways to stay positive and make their thoughtful contributions. Maybe there's more of that kind of thing around. Maybe it's that I'm just paying better attention these days. In any event, the piece that stood out for me recently was part of the presentation by Dr. Glen Fahs at the May workshops, profiled earlier in these pages. It's titled "Anyway," and it is printed on this page.

I do hope that all of you have a wonderful Saskatchewan summer, and get a good opportunity to enjoy some dry, sunny days.

*Submitted by:
Richard Hazel, MSW, RSW (SK)*

ANYWAY

People are unreasonable, illogical and self centered,
LOVE THEM ANYWAY.

If you do good, people will accuse you of selfish, ulterior motives,
DO GOOD ANYWAY.

If you are successful, you win false friends and true enemies,
SUCCEED ANYWAY.

The good you do will be forgotten tomorrow,
DO GOOD ANYWAY.

Honesty and frankness make you vulnerable,
BE HONEST AND FRANK ANYWAY.

What you spend years building may be destroyed overnight,
BUILD ANYWAY.

People really need help but may attack you if you help them,
HELP PEOPLE ANYWAY.

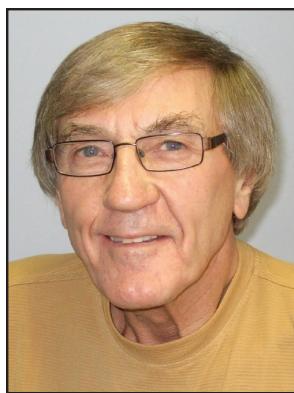
Give the world the best you have and you'll get kicked in the teeth,
GIVE THE WORLD THE BEST YOU'VE GOT ANYWAY.

-from a sign on the wall of Shishu Bhava, Mother Teresa's Children's Home in Calcutta.



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

Registrar's Report



Current activities to note include that SASW has welcomed an opportunity to participate in a project of interest and potential practical value to our Association and counterparts across the country. The title assigned this undertaking is the Foreign Qualifications Recognition research project. This involvement is timely and relevant due to a number of factors, including:

- Canada's reliance on immigration and the multicultural character of our population
- The challenge before us to comply with labour mobility provisions of the Agreement on Internal Trade
- CASW's announced intention to cease assessing foreign credentials by the end of 2011

With funding of \$135,000, the Alberta College of Social Workers (ACSW) is taking the lead in driving this project under the guidance of Dr. Alison MacDonald, Associate Registrar of ACSW, in cooperation with

counterparts in Saskatchewan, Manitoba and Nova Scotia. The work involves two distinct phases and is expected to take one year to complete.

Phase I involves research to be conducted in the four provincial jurisdictions referenced above, with the goal of achieving a better understanding of barriers experienced by internationally educated human services workers seeking recognition as social workers in Canada. Cindy Jing Fang has been contracted to serve as Project Coordinator. Ms. Fang's background includes a BSW from China, an MSW from the University of Calgary and a strong research orientation. In addition to designing research protocol and conducting research interviews in Alberta, Ms. Fang will, with assistance of the Registrars in these three jurisdictions, coordinate the activities of Research Assistants contracted in Saskatchewan, Manitoba and Nova Scotia. In Saskatchewan, this research role will be taken on by Christina Charteris. The research will address the following questions:

1. What are the qualifications of foreign-trained human services workers, for example, education, experience, professional status?

continued on page 8

Discipline Committee Decision

A Discipline Committee was appointed to hear allegations of professional misconduct filed against **Ms. Penelope (Penny) Kelly** by the Professional Conduct Committee, and the hearing proceeded in Regina at 10:00 a.m. on Friday, December 17, 2010. It was charged that Ms. Kelly:

1. Represented herself from approximately August 2009 until November 2009 as a registered social worker and engaged in the practice of social work when in fact she was not a member of SASW and a license to practice as a social worker had not been issued to her.
2. Provided inaccurate information on her application form in response to a question about previous registration in another jurisdiction. The question had been answered in the negative, and information was provided stating Ms. Kelly was previously registered as a social worker in Nevada and that she had a significant history of professional discipline action in that jurisdiction.

After hearing all of the evidence, the Discipline

Committee concluded that the allegations were founded and that professional misconduct had therefore occurred. Making reference to the disciplinary powers provided within Section 29 of *The Social Workers Act*, the Discipline Committee then ordered that:

- A fine of \$3,000 and hearing costs of \$2,000 be paid by Penny Kelly by May 1, 2011.
- A synopsis of their Decision appear in the SASW newsletter, identifying Penny Kelly.
- A significant number of communications be prepared to other social work regulators in Canada, the US and the UK as well as to major employers of social workers in Saskatchewan.
- Specific steps be taken to notify Penny Kelly of the contents of the Decision.
- Any further application for registration shall not be possible until fines are paid and an ethics seminar has been successfully completed.

The full version of the Decision of the Discipline Committee may be found on the SASW website under the "Disciplinary Hearings/Decisions" tab.

Registrar's Report, continued

2. What types of work were they qualified to do in the country where they were educated?
3. What jobs have they held, both before and after moving to Canada?
4. What was the outcome of their credentials assessment?
5. If the assessment did not indicate equivalence to social work, were they told what they were lacking?
6. If they have not had their credentials assessed, why not?
7. Have they experienced any particular barriers in their attempt to achieve recognition not already noted?

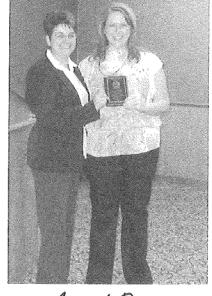
As an additional support measure, an advisory committee comprising two or three regulators and six to eight foreign educated social workers will be established to work with the project team. They will review the interview guide and make recommendations for improvement, with a specific focus on any ethical issues or concerns. They may also help to identify locations where potential research subjects may be found as well as other sources of information.

Phase II will involve input from social work regulators in all ten provinces, and will review the current assessment processes used by CASW as well as those employed by the three provincial Associations that currently rely on their own resources to assess credentials—Ontario, Quebec and British Columbia. The goal is to develop a standardized credential assessment process that is acceptable for use in all jurisdictions. It is anticipated that the project will culminate in a framework that can be used by the seven jurisdictions that do not have a process in place, and potentially by all ten.

Submitted by:
Bill Tingley, MSW, RSW (SK)

Website: www.sasw.ca





2009 Award Presentation

Climb on Board....

Make a Difference

What does your donation do?

- increases the amount of the award yearly; as the fund increases so does the award
- attracts students to the profession and to SASW while still in school
- an opportunity to pay back for support you received as a student
- official income tax receipts are issued for individual donations

How can donations be made?

- individual donations
- bequests from estates
- as a beneficiary of your life insurance policy
- through fund raising events

The SASW Student Award Fund is established through and managed by the South Saskatchewan Community Foundation.

Your donations can be sent to:

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

Saskatchewan Association of Social Workers

www.sasw.ca

CASW National Social Work Distinguished Service Award: James Walls, BA, BSW, MSW, RSW (SK)-North Battleford, SK

Jim Walls was presented with the CASW National Social Work Distinguished Service Award on April 30, 2011, at the Annual General Meeting held in Saskatoon, SK.

Jim was born and raised in the remarkable community of Montgomery Place in Saskatoon, and is a proud graduate of Mount Royal Collegiate. He attended the University of Saskatchewan and graduated with a BA. His social work career began in Weyburn, as a financial assistance worker for the province and later in long-term care. He has clinical practice in continuing care and supervises workers in acute care settings within the Prairie North Regional Health Authority.

Since 1977, Jim has concentrated his clinical practice in continuing care and geriatrics with positions in Weyburn, Melfort, London, Ontario and now the Battlefords. Like many of his colleagues, he attended the University of Regina's Faculty of Social Work as a part-time student, and received a BSW in 1985. This was followed by a year at the University of Toronto, culminating in an MSW. Areas of particular interest to Jim have been group work with clients and families where dementia is the diagnosis, issues of consent to treatment and client autonomy and the development of ethics support services in health care.

Upon his return to Saskatchewan after obtaining his MSW, Jim became involved with SASW. Gradually over the years his involvement deepened; beginning as an organizer and chair of the Battlefords Branch, he has served as Battlefords Branch Representative for Advisory Board, chair of the Discipline Resource Pool, President of SASW Council, Past-President of SASW Council. Jim has now been appointed as chairperson of the Professional Conduct Committee.

Jim has been married to an extraordinary and patient partner for over 34 years and has two adult children who are devoted in their own ways to social justice and to the well-being of others. Jim has a number of interests outside of work including amateur theatre, music in many forms, repairing his car, and a little golf when he can squeeze it in.



Jim Walls was presented with the CASW Award by Carole Bryant, SASW president, at the April 30 AGM.

The following Standards of Practice are available from the SASW Office/Website:

Standards of Ethical Practice for Professional Social Workers in Saskatchewan, Revised January 2001.

Standards for Social Work in Schools, October 1999.

Standards in Child Protection Services for Registered Social Workers in Saskatchewan, October 1999.

Standards in Health Care for Registered Social Workers in Saskatchewan, March 2001.

Standards for the Private Practice of Social Work, Revised 1999.

Standards in Custody/Access for Registered Social Workers in Saskatchewan, March 2001.

SASW Distinguished Service Award Recipient

Linda Rudachyk, RSW (SK), Weyburn

Maureen Kraemer presented Linda Rudachyk with the SASW Distinguished Service Award on April 30, 2011 at the Annual General Meeting held in Saskatoon.

Linda was born in Norquay, Saskatchewan, and grew up in Arabella where her parents ran the General Store and Post Office. Her parents instilled in each of their offspring the values of their Ukrainian heritage and community involvement was a part of life. Linda tells this story of how she found her way to social work. "When I was about 10 years old, social workers from Yorkton came to apprehend the five children of our hired man and his wife. My parents had to be involved with the court process and I was fascinated. I decided that I wanted to be a social worker when I grew up!"

Linda began her career in social work when she was hired by the legendary Dorothy Moore as a juvenile probation officer for the Department of Social Services in Weyburn. Linda worked in a variety of positions in family services. She developed a Parenting Partners Program and was active in foster parent training and provincial and federal community consultation work for young offenders and child welfare. Linda became involved in sexual abuse investigations and over the years she focused more on community education and development around the issue of child abuse. In 1985, Linda developed the Family Support Program for southeast Saskatchewan. In 1987, Linda "retired" from the department. As it turned out, this was the beginning of what would be Linda's most important work.

Linda was a founding member of the Weyburn and Area Council on Child Abuse. As a presenter at the International Conference of Child Abuse Prevention in Toronto in 1989, Linda helped establish Weyburn as one of five "Caring Communities" in Canada. She had a vision of a community that would welcome children and had a dream of creating an all-encompassing community family support centre. This dream materialized in 1995 with the opening of the Family Place, a nationally recognized community-based and community-funded resource centre with programs serving children and families. The Family Place provides a wide array of programs that are open to anyone who comes through their doors. The children and families are met with welcoming smiles and more often than not, a warm hug. As the Family Place evolved, Linda developed the Mini-Go preschool program for three- to five-year-old children and Tiny-Go for two-year-olds. These programs provide a structured, nurturing and stimulating early learning environment for children at risk and assist families



Linda Rudachyk (left) was presented with the SASW Award by Maureen Kraemer at the April 30 AGM.

who have children with handicaps, late development, behavior disorders, autism and self-esteem and social development issues. To keep these programs up and running, Linda has worked tirelessly organizing and working at countless creative fundraising events.

Linda has received a number of awards in recognition of her outstanding contributions. These include:

- In 1999, she was named "Hometown Hero" by the *Weyburn Review*.
- In 2001, she was the first recipient of the Women of the Year Weyburn Quota International Community Service Award.
- In 2005, she was named "Hometown Hero" on the CBC Radio "Gallery In The Summer."
- In 2006, she was presented with the Saskatchewan Centennial Medal.
- Also in 2006, she received the "Golden Spike" Weybex Award from the Weyburn Chamber of Commerce for her contribution to community service.
- In 2009, she was presented with the "Champion

continued on page 11

SASW Student Award

Serena Cataldo, Regina, SK



The Student Award Committee is honoured to announce Serena Cataldo as the 2011 Award Recipient.

Serena's volunteer activities are indeed impressive. This past school year, she was President of the University of Regina, Social Work Student Society in Regina, a student representative for the Social Work Faculty/

student council and student rep for the Social Work undergraduate student committee. Additionally she has been a student member of the SASW and a member of the Social Justice Committee for SASW.

Serena works tirelessly to further social causes. She has donated her time to assist the Salvation Army with their fundraising efforts. Serena is not afraid of huge volunteer tasks when she identifies a need. Serena offers that her "heart and interest is for the Aboriginal people of Canada" and so spent untold hours organizing to bring a strong First Nations advocate to Regina to speak and motivate the crowd.

Serena's efforts, her energy and her strong social work ethics are commendable. Congratulations Serena on receiving the 2011 Student Award.

Best wishes as you begin to journey down your career path!

Submitted by:

*Ruth Ann Thomas, MSW, RSW (SK)
Chair - Student Award Committee*

SASW Distinguished Service Award Recipient: Linda Rudachyk, RSW (SK), Weyburn, continued

of Children" Award by the Saskatoon Preschool Foundation for her pioneering work with at-risk pre-school children.

- Also in 2009, she received the Paul Harris Fellowship Award from the Weyburn Rotary Club.
- On November 17, 2009, Linda received our Province's highest honour, the Order of Merit from Lieutenant-Governor Gordon Barnhart.

Linda is a very generous, approachable and down-to-earth person with an infectious laugh and an irrepressible sense of humour. Throughout her career, Linda has been an advocate and an outspoken champion for children and families locally, provincially and nationally. Linda's vision of "how things could be," coupled with her hard work and determination, has allowed her to achieve great things. Linda has touched the lives of many people. I will leave the last words to Linda who recently wrote:

"I have always been very proud to say 'I am a Social Worker' and I have loved my work. How many people can say, after 34 years, 'I have never had a boring work day!' and 'I still LOVE my profession with passion!' How blessed I have been!"

Linda lives in Weyburn with her husband, Greg and daughter Cassie, in grade 4. Older daughter, Susan is completing her first year of Pediatrics Residency in Halifax, Nova Scotia.

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 send your request for consultation by letter, email or fax to the SASW Office. 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 September 15, 2011.



FARM STRESS LINE
1-800-667-4442
www.agr.gov.sk.ca/saf/



Article Section

Reciprocal Relations: Social Work and Aboriginal Peoples

The historical relationship between the profession of social work and Aboriginal peoples has been difficult. Colonialism informed the early legislation that provided the basis for social work interventions—our profession has acknowledged the role that social workers played in systematically disrupting the lives of Aboriginal peoples (through residential/boarding schools and the “60’s scoop,” for instance). Despite progress in social work practice methods toward cultural competence, anti-oppressive and decolonizing practice, the systemic racism of the systems that grew out of the colonial worldview continue to have significant impacts on the current reality of Aboriginal peoples in Canada. The practice of social work in the area of child welfare with Aboriginal peoples has received particular attention for both its unsettling history and its current application. It is to these concerns that this article hopes to respond.

When we look back on the history of social work intervention in Aboriginal communities, we must recognize that we do not look back with a contemporaneous lens. This is not to excuse ethnocentric practice and the subsequent devastation of Aboriginal individuals and communities, but rather to raise the point that “Western” and “Aboriginal” worldviews were (and are) divergent in many respects¹. Out of these differences in perspective grew a relationship that was rife with misunderstanding, judgment, conflict and loss.

The plight of today’s Aboriginal peoples started with the creation of the *Indian Act* and the creation of Indian Reservations. Life changed dramatically by the creation of the Indian Reservations and the laws that the First Nations (Indian) people were forced to live by. Through the negotiation of the Treaties, particularly in the area of education, the Grandfathers hoped that they had laid the framework for their people to learn the “cunning of the Whiteman.” In this way it would become possible to know and negotiate any type of situation and know and

understand the Whiteman’s underlying reasons and motives. Instead they were given the worst blow they could have imagined—Residential Schools. We have heard our Elders speak of the deep and resounding silence that permeated communities—homes, streets, gatherings, ceremonies—empty of children. Through losing their children, families lost their ability to parent and teach their children and by extension lost their roles and responsibilities as parents, extended family and community members. Children lost their traditional oral education, their ability to parent and nurture their children, and as well they were often abused physically, emotionally and sexually. These experiences of multigenerational loss and trauma created many changes in Aboriginal peoples and has been cited as the basis for many of the contemporary challenges faced by Aboriginal people and communities. Oftentimes it is apparent that the enduring nature of this damage is not recognized and/or is minimized by management in government offices and by court personnel.

However, as this imperilled relationship developed, so too did the field of Aboriginal or Indigenous Social Work. Born in the era of the Aboriginal rights movement in the 1970s, Aboriginal approaches adopted a decolonizing framework, informed by Oral Traditional Ways and Aboriginal worldviews, as well as relevant Western social work approaches. The critical need to restore power to those who had been disempowered by years of colonialism was recognized by Indigenous peoples across the world and the wheels of change were set in motion.

Despite the growing field of Aboriginal social work and the shifts in Western social work perspectives, the extensive damage to Aboriginal individuals and communities coupled with ongoing adherence to policies based in colonialism (the *Child and Family Services Act* (SK) for example, have some minor areas where they take culture into account but, as it is being implemented currently, has minimal impact in reducing “colonizing” aspects.) continues to create a milieu of conflict between social work and Aboriginal peoples. The contemporary reality of Aboriginal peoples in Canada reflects this ongoing struggle—it is documented by a list of disconcerting statistics that describe nations plagued by poverty, addictions, violence, crime, suicide (and youth suicide),

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¹ We have elected to group a multiplicity of value systems under the names of “Western” and “Aboriginal” for brevity. Through our research we have come to know that there is similarity in the various “Western” and the various “Aboriginal” thought systems but we do not intend to imply that there is a singularity in either Western or Aboriginal thought, values, beliefs, etc.

Reciprocal Relations: Social Work and Aboriginal Peoples, continued

mental illness, physical illnesses (for instance, diabetes, heart disease, hepatitis, HIV and TB), poor/insufficient housing, and soaring rates of children in foster care. Many of these factors are viewed as social issues—hence the involvement of the field of social work.

Child welfare practice with Aboriginal peoples has been one of the most criticized areas of social work practice. The word “social worker” in First Nations communities typically does not denote a helper and can still create a sense of fear and powerlessness. Many Aboriginal groups are now delivering their own child welfare services however, for the most part, this has not changed the view of social work in Aboriginal communities. Ultimately, these agencies are (in most cases) delegated the authority to deliver services by the provinces and are thus accountable to the provincial child protection legislation. Thus, although the service delivery may change in some regards, the systemic issues continue to permeate the practice. Added to this is the fact that Aboriginal communities are struggling with multiple issues that may create a lack of supportive resources within the community. Thus, many children are still being apprehended and

sent to foster homes outside of their culture. Outside of the Aboriginal community, the mainstream child welfare system also struggles with multiple issues. *The Saskatchewan Child Welfare Review* (released in December of 2010) identified several problems with the contemporary child welfare system, including burgeoning caseloads, scant resources and Aboriginal over-representation in the foster care system. The review concluded with twelve specific recommendations for addressing these issues. To see the full report and recommendations, go to <http://saskchildwelfarereview.ca/CWR-panel-report.pdf>.

Social work practitioners and Aboriginal peoples are struggling to address the same issues in Aboriginal communities. It is time to acknowledge that we must move forward and create relationships of reciprocity, whereby we learn from one another, such that we can create a better future for the generations to come. Given the current realities of multiple social issues and minimal resources, it is critical that we engage in an open and honest discourse with regard to our path forward together. As Aboriginal social workers ourselves, we know the value

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First Nations Child and Family Caring Society of Canada will appeal Tribunal ruling - Media Release (March 14, 2011)

The First Nations Child and Family Caring Society of Canada is deeply concerned with the ruling today from Shirish Chotalia, Chair of the Canadian Human Rights Tribunal, to dismiss the complaint filed by the First Nations Child and Family Caring Society of Canada and the Assembly of First Nations in 2007 alleging that the Federal Government is racially discriminating against First Nations children by providing less child welfare benefit on reserve. Chair Chotalia dismissed the case on a preliminary motion brought by the Federal Government even though the Federal Government had tried, and failed, to get the case dismissed on similar grounds in Federal Court on two previous occasions. Chair Shirish Chotalia did not address the overwhelming evidence of the inequity and harm experienced by First Nations children on reserves even though she was in possession of numerous reports confirming the problems such as the Auditor General of Canada (2008), the Standing Committee on Public Accounts (2009) and internal documents from the Department of Indian and Northern Affairs Canada. Instead, Chair Shirish Chotalia dismissed the case on a legal technicality suggesting that the Federal Government can provide a different, and inequitable, level of service to First Nations children so long as the provinces/Territories provide the service to all other children. In issuing this ruling, Chair Shirish Chotalia, in effect legalized racial discrimination against vulnerable children on reserve by the Federal Government.

The First Nations Child and Family Caring Society of Canada will immediately appeal Chair Shirish Chotalia's decision to Federal Court. This case is being followed by over 7200 Canadians and organizations making it the most formally watched court case in Canadian history. Cindy Blackstock, Executive Director of the First Nations Child and Family Caring Society of Canada, says that "the Government of Canada should not be immune from human rights laws and obligations to First Nations children because of a legal technicality and we will take all necessary measures to ensure that this case is decided in a public forum on the full set of facts - the children deserve nothing less." The appeal will be filed in Federal Court in the next 30 days.

For further information: see www.fnwitness.ca

or contact: Cindy Blackstock, Executive Director, First Nations Child and Family Caring Society of Canada
613 230 5885 or 613 793 8440 or cblackst@fncaulingsociety.com

Facebook: Ethical and Clinical Considerations

Facebook permeates everyday social chatter, whether someone is sending a request to join or a friend is posting pictures of family. I had a recent discussion with a friend who joined Facebook as a way to market her growing business and to network. As a social worker, I am always looking at ways to network and thinking about new technologies that may enhance client functioning. The more I considered Facebook and social networking sites in general, the more I realized the ethical implications for social workers who use these sites and the possible clinical impact for our clients. This is by no means an exhaustive discussion of all the things one must consider before using a site, nor does it address all of the ways such use could affect clients. This article is intended to be a snapshot of a few issues social workers should contemplate with regard to social networking sites. The NASW Code of Ethics (1999) will be used as a reference, citing particular standards that provide a guide for each ethical issue.

4.03 Private Conduct

Social workers should not permit their private conduct to interfere with their ability to fulfill their professional responsibility.

Social workers are valued members of their communities and often are looked to as role models. Many of us play very public roles. If your profile on a social networking site reflects a persona different from the one you portray at work or in the community, maybe you should reconsider its content. Co-workers, people you network with, and clients utilize these sites and may be looking to see if you use them, as well. If your profile could negatively affect your image as a social worker, it will interfere

Reciprocal Relations: Social Work and Aboriginal Peoples, continued

of the Traditional Ways as well as the value of social work practice. The Saskatchewan Association of Social Workers (SASW) has created an Aboriginal Social Work Task Team. It is our vision that this group will grow to represent the voices of Aboriginal social workers across the province such that we begin the process of knowledge sharing amongst ourselves and also within our profession as a whole.

Should you have comments for us on what we have expressed here, please be in touch through the SASW office.

Submitted by:

*Hazel Berg, BSW, RSW (SK),
Chair - Aboriginal Social Work Task Team,
and Shawna Gray, MSW, RSW (SK)*

with your ability to do your job. Additionally, potential employers may be looking on these sites. If you are new to the profession, you will want to represent yourself in the best light possible.

Another issue for clinicians to consider is how their membership on a social networking site may affect potential or current clients. Consider for a moment anxious clients who see you, their social worker, as a reliable nurturer. Upon perusing their favorite social networking site, they search for your name. You have posted pictures of your most recent vacation, and what the clients discover is far different from the comforting support they seek weekly. How may this discovery affect your relationship? Or consider new clients who look you up before your first session. Will the information they encounter affect their desire to seek help or their ability to form a positive relationship with you? Although many of the sites allow you to adjust your security settings, this does not prevent other “friends” from posting or “tagging” pictures of you.

Finally, social workers should avoid personal use of these sites on agency time. It may, however, be acceptable to use social networking sites to network professionally. And increasingly, agencies are using sites for various forms of outreach. Social workers may even be asked to post on behalf of the agency. All agencies have different policies, but in general, using social networking sites for personal use should be avoided at work. This could affect your time management and mental focus, and interfere with professional responsibilities.

1.07 (a) Privacy and Confidentiality

Social workers should respect clients' right to privacy. Social workers should not solicit private information from clients unless it is essential to providing services or conducting social evaluation or research.

Conversely, have you ever considered looking up a client on a social networking site? Let's say you are seeing a new client, and during the assessment something does not add up. Later in the day, you become curious about the client's private life and consider checking to see if he or she has a profile on Facebook or MySpace. Stop right there. All clients have a right to their privacy, to their own lives and to the content of their own social networking sites. If something does not make sense about the client and you need more information, there are far more direct ways of gathering that information. Additionally, how might the information you find on the Web affect your view of, and relationship with, that particular client? If you absolutely feel that all the answers to your questions lie in the social networking site, perhaps you could ask

Facebook: Ethical and Clinical Considerations, continued

the client to share that site with you and you could look at it together. If used in a responsible and straight-forward way, blogs, Web pages, and social networking sites could be powerful shared tools for assessment or therapeutic means.

One may argue that information posted on social networking sites is public information and that anyone has the right to access what is posted. This assumption is correct; however, social workers should consider the intention behind any search for information. Social workers will want to question whether the search honors the client's right to privacy and private life outside of services before beginning to search. Social workers should also question whether the search for information is "essential to providing services." Additionally, social workers have an obligation to behave in a trustworthy manner toward clients. Searching for information regarding a client without the client's knowledge may not be perceived as trustworthy.

1.06 (c) Conflicts of Interest

Social workers should not engage in dual or multiple relationships with clients or former clients in which there is a risk of exploitation or potential harm to the client.

Confirm or ignore? What if you get a request from a client to network? Clearly, this could be a case in which a dual relationship could form. Thus, it should be avoided. Issues of privacy and confidentiality could also arise if you were to allow a client into a social network that consisted of family and friends. In addition, you have your own privacy and boundary issues to consider. Social workers, both for themselves and their clients, should be able to leave their work at their practice or place of employment. It is the healthy choice for all involved. But what, then, is the correct response? Do you just deny the client without a follow-up? As a social worker, you would want to follow up with that client in person and reiterate the concept of multiple relations, boundaries, and even confidentiality. It may even be a helpful opportunity to discuss healthy boundaries with that particular client.

Have you ever wondered what happened to that past client? I know that I often think of former clients and question how they are doing. What about using a social networking site as a way to follow up with them? I believe the same rules apply as above. Who would benefit from this follow-up? If it were a genuine client follow-up, it would have been discussed and agreed upon at termination. If not, social workers would have to remember to respect all clients' privacy—even those long progressed from our care.

Clinical Considerations

Clinically speaking, social networking sites present a host of considerations for social workers. Increasingly,

our clients will be accessing and using these sites daily. It will be a whole other realm in which our clients function and possibly carry on relationships. Social workers should anticipate both the positives and negatives to this sort of activity for our clients. In some respects, clients may discover much needed support. Online support groups exist for virtually any issue. Clients can also join causes they feel passionate about. Facebook has hundreds of such groups.

Although connecting with old friends can be enjoyable, the inevitable and sometimes painful "walk down memory lane" may also bring to light stressful issues for clients. Facebook can include a rejection factor if a client reaches out to someone else and is not accepted into that person's social network. There also can be unanticipated social pressures, such as unhealthy social comparison, when a client joins a networking site. Social networking is a new way in which individuals relate with one another. Relationships in this realm are more two dimensional, and it is unclear how this type of communication may affect clients' ability to relate with others. This is by no means an exhaustive discussion on the clinical implications of social networking. It is a call to social workers to familiarize themselves with these sites, how they function, and possible ways the sites may affect clients who are utilizing them.

Conclusion

Social networking sites present opportunities and challenges for social workers. Professionally speaking, these sites may be beneficial to social workers using them for networking purposes. Professional sites such as <http://www.linkedin.com> boast 30 million professionals as users. The National Association of Social Workers and The New Social Worker have their own Facebook profiles. Social workers may even use these sites to promote private practices or business. It is important, however, to separate personal networking from professional. And even considering the ethical issues discussed above, the sites do seem to maintain a very positive, upbeat, and secure environment.

Social workers have a growing presence on many social networking sites, but as a profession, we may not be utilizing these sites to their fullest potential yet. This may not be a bad thing. Social work is a profession based on relationships. I believe that functional and healthy relationships occur best face-to-face and in real time. And yet, a technological world is the world in which we live. As social workers we should be aware of all its obstacles and embrace all that it has to offer.

by Traci Bartley Young, LCSW
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at <http://www.socialworker.com>



CASW Section



CASW Report

The first quarter of 2011 has been challenging and unusual for board and staff of CASW. Most notably, Ontario and Alberta have withdrawn their membership in CASW effective March 31, 2011, following an earlier notice. The impact on CASW due to their large memberships is tremendous; resulting in a loss of practice and policy input and a third of the previous CASW budget. Individual members from Alberta and Ontario are able to retain their liability insurance with AON under the CASW negotiated group plan and are encouraged to continue their participation in established interest groups and committees.

Various groups in Ontario and Alberta have expressed outrage at the decision to withdraw. In response to their concerns, CASW Board will be exploring the possibility of an individual membership category at the upcoming annual meeting in early June 2011 in Fredericton, New Brunswick. If individual membership became possible, social workers in Quebec who have also been excluded under the current federated structure would be able to regain membership in CASW.

CASW gained admittance to the media lock down prior to the release of the federal budget for Fred Phelps, the Interim Executive Director. A subcommittee, including myself, drafted a news release to the Budget under the President's name. Since the budget was defeated, an election followed and CASW issued an open letter to all political parties asking them to make poverty elimination a central issue in the election.

The Dignity for All Campaign of which CASW is a founding member will continue to call for action by the federal government to combat the structural causes of poverty in Canada.

Prior to the election, CASW called to restore funding to the federal government cuts to the National Settlement program. Fifty-three million dollars was cut, mostly in Ontario for services to immigrants looking to integrate into Canadian society. As well, CASW is supporting the First Nations Child and Family Caring Society's

To gain access to the Member's Site of the CASW Website, SASW members need the following information:
Username: SK
Password: bicycle10

complaint to Canadian Human Rights Tribunal alleging racial discrimination against First Nations children by providing less child welfare benefits on reserves.

The *CASW Reporter* provided access to all the political parties platforms and priorities on a range of issues which matter most to the social work profession. The issues included a national plan to reduce poverty, affordable housing, early learning and childcare, women's equality and support for low-income seniors. Many other activities identified in the *CASW Reporter* March/11 issue can be noted by visiting the website at [casw-acts.ca.](http://casw-acts.ca/); please do so and remain informed of the ways your resources are being employed at the national level through your membership in SASW.

Submitted by:
Ray Pekrul, MSW, RSW (SK)

BELL, TEMPLE Barristers & Solicitors

IMPORTANT NOTICE

Legal Advice for Members of the Canadian Association of Social Workers *A Pro Bono Program*

To reduce the risk of civil claims or disciplinary complaints against social workers, Aon Reed Stenhouse Inc., in co-operation with the Canadian Association of Social Workers and your insurer, Halifax Insurance, have arranged for a pro bono summary legal advice service to be provided by Bell, Temple, Barristers & Solicitors, Bell, Temple, in consultation with Halifax Insurance, will arrange for the appropriate referral to legal counsel in provinces other than Ontario.

Bell, Temple will provide confidential advice by telephone to all social workers participating in the Professional Liability Insurance Program administered by Aon Reed Stenhouse Inc. and co-sponsored by the Canadian Association of Social Workers. Bell, Temple will provide advice on questions regarding potential civil claims or disciplinary complaints including:

- ♦ Confidentiality - client files/records ♦
- ♦ Release of information ♦
- ♦ Response to a subpoena ♦
- ♦ Conflict of interest ♦
- ♦ Custody and access ♦
- ♦ Sexual involvement with a client ♦
- ♦ Incompetence ♦
- ♦ Other professional misconduct issues ♦

ABOUT BELL, TEMPLE

Bell, Temple is a litigation law firm that has been involved in malpractice liability and health discipline matters for many years on behalf of many professional groups.

Cameron C. R. Godden and Lisa E. Hamilton lead Bell, Temple's Health Discipline Group. They are well versed in the regulations, standards of practice and the ethical obligations of social workers. They have represented regulated professionals at every stage of discipline and civil matters, including assistance in the preparation of responses to complaints from the various Colleges, representation before discipline tribunals and the Health Professions Board, and defended appeals. They are both available by telephone to provide free, confidential legal advice to avoid or reduce the probability of a claim or complaint.

Each telephone consultation is limited to 30 minutes per inquiry.
The lawyer may consider it appropriate to review the issues and jurisprudence, and then call you back.
The advice given will rely upon the accuracy and completeness of the information you provide.

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 ♦ Your policy and certificate numbers ♦
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They can be reached during business hours or voice mail messages can be left after hours or on weekends:
Cameron C. R. Godden – extension 8201 Lisa E. Hamilton – extension 8207

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Committee, Branch & Task Team Section

Ranch Ehrlo Employees Present at World Forum

Dr. Geoff Pawson has been recognized provincially and nationally for his passion and commitment to the well-being of young people. Therefore, it was not surprising that Pawson was invited to once again present on the international stage, this time at the International Forum for Child Welfare (IFCW) in Palisades, New York.

Founded in Finland in 1989, the IFCW is a world body dedicated to the rights and wellbeing of children. With membership in 50 countries, IFCW regularly highlights key issues of children's rights and development through annual "World Forums" which assemble delegates from around the world.

The theme of the 2010 World Forum, which was held November 8 to 11, was **A World Fit for Children: Advancing the Global Movement**. Delegates were in attendance from 26 countries and the event was co-hosted by The Committee for Hispanic Children and Families, Inc. and Mentoring USA.

In addition to exploring and sharing information on practices and innovative approaches to child welfare,

discussion occurred on child protection and violence, the changing role of grandparenting, support for education, and changes in technology and medicine, all from a global perspective.

Pawson, along with Osvaldo Elissetche from Argentina, spoke about the successful technology exchange between the Ranch Ehrlo Society and Estudios y Proyectos, an agency in Buenos Aires that runs a number of programs to assist vulnerable children and youth.

Pawson and Elissetche first met at the 2004 World Forum in Buenos Aires and have since developed a strong, collaborative relationship that continues to grow and flourish. In addition to exchange visits, the two agencies have worked together to promote the rights of children internationally.

Also presenting at the Forum were Patti Petrucci, clinical manager, and Sharon Achtemichuk, family preservation therapist with the Ranch Ehrlo Society's Family Treatment Program. Petrucci and Achtemichuk provided

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Chatter Box Section

The Social Worker: A Novel

The Social Worker: a Novel (2011), by Micheal Ungar

I could not put down Ungar's book, *The Social Worker*. This is the story of a young man who decides to be a social worker because of his own life experiences. Like Ungar's character, many social workers choose this career to "make it better" for others. And like most social workers, this young man makes a choice early in his career that he regrets. As a result of his regrets, this social worker chooses to be proactive rather than to live life as a victim.

This book also is a study of the lives of a variety of souls who face hardship and the various choices they make as a result of their experiences. The social worker,

having been supported in his youth, finds resilience. He works at sorting out how to create circumstances for some of these souls in order that they can find their own resilience.

Ungar is pointed in his comments to social workers. Are we the solution, or the problem? He says, "if the size of the file is a testament to anything, its that a river of downstream helpers haven't done much to stop the effluent from further upriver from making a mess of their lives." He asks us to listen more, to come up with theories and labels less, and to use common sense. He asks us "to know what to say to the clients [you are] supposed to help when they were sitting across from [you] with blood and

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Faculty of Social Work, University of Regina Section

Dean's Message



Times change, for now it is time to wrap up the academic year and my term as Dean. It is also time to celebrate. In this last year, we continue to see the effects of the great work of our faculty in addressing the curriculum needs expressed by accreditation, students and community professionals. In the BSW and MSW programs we have experienced the highest number of applications

ever. This will allow us to fill the incoming classes. We regret that our faculty size precludes admitting all who are qualified. We are excited about the many great students we will be welcoming into our profession. We are also gratified that the work accomplished has led to full accreditation following a number of years of significant challenges. This good work has resulted in increases in university support both fiscally and through more faculty. As we see renewed and growing confidence on the part of the community and students in the quality social work education being offered here at the University of Regina, we are energized. We are also satisfied that the efforts of the last few years and the outstanding efforts of our faculty to submit a new self study will lead again to full accreditation status in the upcoming years.

So what does a Dean do? I think as I come to the end of my five-year term I have it somewhat figured out. A Dean in Social Work is an advocate for the profession and the faculty within the wider university and community environment. For success they must pay attention to the needs of all constituencies and must figure out the language that each group understands. Here in Regina that has meant the further opening of communication between the faculty and community, it has meant learning a language of budgeting that the University has been able to hear and it has also meant continuing to empower faculty.

In the end, what this has meant to me is a range of accomplishments that I share with the faculty and staff. These range from consecutive balanced budgets, an accredited program, higher levels of efficiency without increasing class limits, increasing levels of University support, more great/new faculty members who are effectively engaging in teaching and research, effective

and collegial faculty meetings about serious issues, and growing outstanding relationships with the community across Saskatchewan and nationally. The relationships include very close and positive engagements with our partners at Aurora College in North West Territories and Yukon College in Whitehorse.

To me it is all about the students and the responsibility we have as a faculty to the community and the profession. The excellent students of our program are better prepared due to curriculum improvements and the continuing personal investment that our faculty and community make in these future professionals.

Lastly, I value the tremendous support that I have received from the professional community and the relationships that have developed. I have found overwhelming generous support and willingness to share. In return I have been a willing and actively engaged listener. I will take these relationships and friendships with me for the rest of my life. The honest and creative exchanges that I have been privileged to be a part of have crucial to the success I have experienced. When you read this the faculty will be continuing its search for a new dean. We will also be welcoming Dr. Craig Chamberlin from the Faculty of Kinesiology as Acting Dean when I begin an administrative leave July 1. Please remember to reach out to your new Dean as you have with me. Express your needs and dreams for Social Work in our region and for the Faculty. Continue to be engaged. Good things come from your interest, advocacy, and support. As you engage we will have many more reasons to celebrate.

Thank you, and, truly, best regards.

*David Schantz, Ph.D., MSW, RSW (SK).
Dean*

You are cordially invited to attend the
Faculty of Social Work Alumni Homecoming Banquet
Come celebrate the 100th Anniversary of the U of R!

Join your classmates and fellow alumni and
Faculty members for an evening of good food and
scintillating speakers.

Friday September 30th at West Harvest Inn

Cocktails 5:30 - 6:30 Dinner 6:45

Tickets are \$40

Register through the U of R Homecoming website at
[www.ureginaalumnihomecoming](http://www ureginaalumnihomecoming)

Field Instructor Training

The following individuals have completed field instructor training:

Prince Albert

Camille McDaid	Carmen Plaunt
Celeste Boran-Fetch	China Ogbonna
Christine McNab	Darlene Trumier
Don Watson	Gail Noltcho-Clarke
Gordon Hein	Jocelyn Kippenchuck
Linda Osman	Lindsay Urban
Lori Patrick	Mike Rybinski
Monica Harper	Nicole Rancourt
Robert Srinivasan	Shannon deBruin
Sharon Martell	Sharyn Houle
Susan Ashworth	

Saskatoon:

Bonnie Kane	Theresa Robertson
Steve Fraser	Jon Bennett
Leanne Bailey	Margarita Sysing
Maryam Karimi	Emily Alston-O'Connor
Patti Wilkinson	Debra Charuk
Marilyn Brownlee	Amber Brodziak
Rosanne Morphy	Rhonda Woolsey
Alisha Weightman	Amy Bartch
Connie Masuskapoe	Dana Baker
Dawn Shoofey-Stabler	Diane Ens
Erin Gagne	Irene Pete

Upcoming Field Instructor Training Workshops

The following is a listing of dates for upcoming Field Instructor Training:

Module 1 - Evaluation and Feedback
September 28/11 1 to 4 p.m.

Module 2 - Ethics and Professional Boundaries in Field Education

October 26/11 - 1 to 4 p.m.

Module 3 - Theories, Perspectives and Models in the Practice of Social Work

November 23/11 - 1 to 4 p.m.

Condensed Full-Day Session (all 3 modules)
November 4, 8:30 a.m. to 4:30 p.m.

Erin Beckwell, MSW RSW (Sask)
Field Education Coordinator
Faculty of Social Work
Phone: (306) 664-7380
E-mail: erin.beckwell@uregina.ca

Jennifer Bell
Kaila Anderson
Lisa Caron
Nancy McGregor
Sheena Carlton
Trudy Kapiniak

Joanne Alexander
Kandis Pryma
Michelle Schneider
Natasha Marchais
Terri Gardiner
Jayda Robinson

Judy Jones
Garry Chrusch
Katie Williamson
Lindsey Bruce
Bonny Bane

Melfort:
Sheryn Peterson
Audrey Parker
Kendall Jasken
Leslie Christanson

Regina - completed all three modules:

Amanda Guenther	Brant Lynch
Carissa Myers	Dannella Ziffle
Donna Blondeau	Leanne Thoroughgood
Lisa Johnson Hallberg	Marlene Salmers
Nancy Rosnes	Shannon Jolly
Shelly Polos-Fox	Tennille Christopher
Jodie Hills	

Ranch Ehrlo Employees Present at World Forum, continued

an overview of the Family Residential Treatment Program which was implemented in 2006 to help families reunite after having a child in care. They also presented on the Intensive Family Preservation Program, introduced in 2009, which is designed to keep children and families safe and prevent the unnecessary out-of-home placement of children.

In reviewing the program measures and indicators, and the positive outcomes, Petruka noted that 45 children have been taken out of care and reunified with their families.

For more information on the Forum go to www.world-forum2010.org

The Social Worker: A Novel, cont.

guts" hanging out. He asks that we not use policy and procedure manuals to justify the ways in which we victimize our clients.

Finally, Ungar encourages us as social workers and professional helpers, to know ourselves well enough that when client's stories "leak back into our own lives" we not feel compelled to create these clients "in our own image."

This book is gritty and raw. It jumps around between periods in the life of the main character. It can be confusing. But the story is compelling. It's a good read. It's well worth a weekend. But be prepared to be disturbed.

*Submitted by:
Ruth Mireau, MSW, RSW (SK), Saskatoon Branch*

UPCOMING CONFERENCES, WORKSHOPS & EDUCATIONAL EVENTS

New Dance Horizons

14th Annual Secret Garden Tour

July 15 - 17, 2011

For Tickets Contact: (306) 525-5393

Dyadic Developmental Psychotherapy

Beginner Course

July 27-30, 2011

Yorkton, SK

Contact Info: Marie Sherwood or Sherise Fountain

(306)783-9428 or (306)562-7603

Basic Intensive Week in Reality Therapy/

Choice Theory

August 15 - 18, 2011

Regina, Sask

Contact: Carole Eaton at 569-1977 or Linda

Routledge at linda@myaccess.ca

Website: www.youdoitcounselling.com

SOCIAL WORK: GUIDED BY PURPOSE.

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The 2011 BCASW Fall Conference

Friday, November 11, & Saturday, November 12,
2011

Vancouver Renaissance Harbourside Hotel,
Vancouver

Contact: beasw@beasw.org

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Please visit the website for more information.