



# SASKATCHEWAN SOCIAL WORKER

Volume 15 Number 2

*“Social Workers – Make a Difference”*

June 2004 Edition

## *Message from the President*

It is an honour to have been elected as President of the Saskatchewan Association of Social Workers. Before I share a bit about myself, I would like to pay tribute to the enormous contribution our Past President, Deb Buettner, has made to our Association. Over the past two decades Deb has worked on the Education Committee, served as Secretary for the Association, worked on the development of *The Social Workers Act*, chaired the Professional Conduct Committee and served as President, helping to guide our organization through a strategic planning process which will be central to the revitalization of the SASW. It is rather daunting and humbling to follow someone like Deb in the role of President.

For those who don't know me, my career began in the Department of Social Services (now Community Resources and Employment). I completed an eighteen-year stint there as a supervisor of child protection services. I spent a further six years as the Executive Director of the Prairie Region for Big Brothers/Big Sisters of Canada. For the past nine years I have served as Executive Director of SIGN, a multi-service not-for-profit human service organization based in Yorkton.

My involvement in the SASW began in the early 1990s when I became a founding member of the Yellowhead East Branch in Yorkton. Later, I was asked to serve as one of the original members of the Discipline Resource Pool, and I served as a panel member on several discipline hearings. In 2003, I became President-Elect for the Association.



I bring to this position a good knowledge of the significant players and key institutions in human services in Saskatchewan. I have a strong belief in the value of social work as a profession and in the importance of a strong professional association. My style has been to bring together people from diverse backgrounds to work jointly on common objectives.

Elsewhere in this newsletter, our Executive Director, Richard Hazel, has provided a detailed description of the strategic planning process. We will need people from all corners of our association to pitch in and help with the various elements of the plan. Over the next year I hope to be able to meet with as many of you as possible to learn about your concerns, and, more importantly, to help you consider where and how you can make a contribution to the Association and to the profession as a whole. One of our strategic plan recommendations was to initiate a committee to encourage the participation of members. I am currently working to implement such a group under the name Volunteer Development Committee. This committee will help us do a better job of reviewing the many offers of involvement on your annual registration renewal forms and work to allocate members to the tasks before us. This process will become a key element of our future success.

Finally, I want to extend my appreciation to Past President Deb Buettner and to Richard Hazel for all the assistance they have provided to make my transition into the President's role as smooth as possible.

*Respectfully submitted by  
Tom Seeley, BA, BSW, RSW (SK)*

## SASW COUNCIL

President: Tom Seeley, Yorkton  
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Social Policy: Patti Cram & Angela Leski, Prince Albert  
Education: Ray Pekrul, Regina  
Public Relations: Joanne Toh, Saskatoon  
Practice Ethics: Victoria Walton, Saskatoon  
Legislative Review: Tom Gullason/Geoff Pawson  
Advocacy: Don Ebert, Saskatoon  
Psychologists Act: Deb Buettner, North Battleford

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Regina: Kathryn Willerth  
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Prince Albert: Patti Cram, Prince Albert  
Northeast Branch: Lucie Dmyterko, Tisdale  
Swift Current: Krista Olson  
Yellowhead East: Sandra Vaughan Hastie  
Rosetown: Lori Lefavre & Sigrid Orford, Rosetown  
Rural Interest Group: Deborah Bryson Sarauer, Humboldt  
Battlefords: Deb Buettner, North Battleford

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Members of the Editorial Board can be contacted through the e-mail addresses provided above or by contacting the SASW Office. 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. The views expressed in the printed material represent the views of the contributors and do not necessarily reflect the view/policies of the Association.

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REGULATE  
SUPPORT  
PROMOTE  
ADVOCATE

**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, 2004.**

# Message from the Executive Director

In late 2002, to find ways to improve the governance of SASW, the Association set up a strategic planning committee chaired by Deb Buettner and including Bernie Zaharik, David Macknak, Wanda Seidlikoski-Yurach, Maureen Kraemer and me. Valerie Sluth was the consultant hired to guide us through the process. The project was formally initiated in November 2002 and it had four phases: planning to plan, articulating draft vision and mission statements, assessing the environment and developing the plan. There were working sessions at each meeting of the Advisory Board, focus groups around the province and a set of information-gather-

ing interviews and tasks. The process culminated with a planning session June 6 and 7, 2003, attended by branch and committee representatives, at which we

*During the strategic planning process a number of directions and recommendations concerning the governance of SASW emerged.*

developed a set of recommendations from all the information that had been gathered and analyzed. A full record of the project to this stage appears on our Web site under the "Council/Branch Information" tab. In the months since June, the implementation of the strategic plan has remained on the agendas of the Advisory Board and Council.

During the strategic planning process a number of directions and recommendations concerning the governance of SASW emerged. In addition, Valerie Sluth provided further recommendations on organization structure, roles and accountability. The consultant advised the Association about establishing the structure necessary to implement the recommendations. Council and Advisory Board have been working out the Association's response to all of this. What follows is an accounting of our progress and identification of what remains to be done.

First, it has been concluded that strategic planning will be an ongoing process for SASW. We will be revisiting key issues over time. Secondly, the vision and mission statements developed by the Advisory Board last year were approved at the recent AGM. These statements (see left column) proclaim what we are about: **regulation**, **promotion** of the profession, **advocacy** for social justice and **support** of the membership. All of our efforts are being aligned with these purposes.

Council, as defined in *The Social Workers Act*, comprises elected officials of SASW plus the public representative. This is the group that carries the management responsibility for the Association. Members of Council are listed on the page opposite in the shaded section. The Registrar and I are ex-officio members of Council. Advisory Board is composed of Council plus committee chairs, branch representatives and the CASW Board Representative. The role of the Advisory Board, as suggested by its name, is to provide Council with advice on key issues before it. Advisory Board is also the main mechanism for communication with the branches and com-

*continued on page 3*

## **SASW Mission/Vision Statement**

Adopted April 29, 2004

### **Mission Statement**

The Saskatchewan Association of Social Workers is a member-based organization that exists:

- To regulate the profession of social work in Saskatchewan;
- To promote the profession of social work in Saskatchewan;
- To advocate for the profession & for social justice.

Social work provides a unique body of knowledge and skills, and is a critical component to the development of healthy individuals, families, and communities.

We hold and promote the values of equity, inclusiveness, respect, and accountability. We operate democratically and value the achievement of planned outcomes.

### **Vision Statement**

The vision statement for the Saskatchewan Association of Social Workers is:

1. All social workers in the province of Saskatchewan are registered professionals of SASW (REGULATE);
2. All social workers are supported in the delivery of good and ethical practice (SUPPORT);
3. Social work is understood and valued by the public (PROMOTION); and
4. Social work influences matters of social policy and practice (ADVOCACY).

## Executive Director's Report, continued

mittees of the Association. Council usually meets in August, October, December, February and April and/or May. Advisory Board meets in the months between Council meetings.

In line with our new vision/mission we have accomplished the following:

- The Association's structure has been aligned to support the four priorities within the vision and mission statements.
- Committees have been formalized for ongoing functions and task teams have been implemented for short-term developmental work and projects.
- New terms of reference using a consistent format, and containing purpose and outcome statements, are almost complete for all committees/task teams, including Council.
- A Volunteer Development Committee is being created to ensure membership engagement, executive recruitment and the allocation of volunteers where they are most needed.
- An Advocacy Task Team with members from three branches (Saskatoon, Prince Albert and Yellowhead East) has developed its initial process and how they may be accessed. This information appears on page 5.
- An action plan has been drafted that captures all of the recommendations coming out of the strategic planning project. A key element of our growing focus on accountability, it is currently under review

### The following Standards of Practice are available from the SASW Office and our Web site:

*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.

at the Advisory Board table.

- Council has determined it will look for ways to improve the transparency of its planning and decision-making.
- Council Liaison roles have been defined and assigned to three members of Council. These changes are designed to support accountability of all committees/task teams and ensure that Council has the ability to provide clear direction and support to committees, task teams and branches.

The two key outstanding developments for Council to consider are:

- to examine options to widen the democratic participation of members in the management and direction of the Association; and
- to outline a plan to recruit aboriginal social workers and all students.

If you have questions and observations about any of this, please provide them to our office and we will place them before Council for their consideration and response.

*Respectfully submitted by  
Richard Hazel, MSW, RSW (SK)*

## Notice of Fee Increase

Please be advised that at the SASW AGM held on April 29, 2004, the proposed fee increase schedule for 2005 to 2007 as circulated to the membership was passed.

The fees have been set as follows:

### 2005

Full Time	-	\$295.00
Part Time	-	\$181.00
Non Practicing	-	\$78.00
Students	-	\$50.00
Associate	-	\$70.00

### 2006

Full Time	-	\$302.00
Part Time	-	\$185.00
Non Practicing	-	\$80.00
Student	-	\$50.00
Associate	-	\$70.00

**2007** – membership fees will be increased based on the Consumer Price Index. If funds in addition to the CPI are required at the time, Council shall present a detailed submission to membership at the AGM.

## Admin Section





### Advocacy Task Team

SASW has established an Advocacy Task Team to address issues of social justice and human rights and to respond to misconceptions in the media that are of concern to social workers and the people we serve. This will be done by:

- preparing well thought out comments on developing policy;
- speaking in response to emerging public cases involving the rights and interests of individuals involved;
- speaking up in defense of the profession where it is maligned.

Members of this committee are as follows:

Don Ebert, chair – Saskatoon Branch

David Macknak, Ruth Mireau, Klaus Gruber and  
Ron Pollock – Saskatoon Branch

Sandy Vaughan Hastie – Yellowhead East Branch

Angela Leski – Prince Albert Branch

Richard Hazel, ex-officio

Anyone wishing to bring an issue forward to the committee may do so by contacting in writing the SASW

Office in Regina. Your request should include the following information:

- **a clear statement of the issue;**
- **why are you concerned about this issue;**
- **how does the issue impact social workers or the people we serve;**
- **who would be the target of our response;**
- **what outcome do you expect from the committee's deliberations;**
- **what your involvement will be in our response to this issue.**

As you can appreciate, the Advocacy Task Team may not be able to respond to all issues brought to their attention and issues will need to be prioritized. We hope over time, our Team will be able to be proactive as well as reactive.

Currently, the team is looking at the issue of legislation concerning vulnerable adults.

*Submitted by*

*Don Ebert, MSW, RSW (SK)*

*Chairperson – Advocacy Task Team*

### Report from Psychologists Act Task Team

Social workers in mental health practice have historically held the responsibility to assess client concerns and problems and to prepare assessments which included a multi-axial diagnosis of the client's experience. The most frequently used diagnostic system is the *DSM-4*.

With the passing of the *Psychologists Act*, we are currently unable to participate fully in the diagnosis aspect of mental health practice. We continue to be able to participate in a modified way by completing and communicating only a small portion of a diagnosis. Our participation with other professionals in the mental health system is therefore altered.

The *Psychologists Act* Task Team was formed to respond to the changes and limitations imposed on social workers by the *Psychologists Act*. The task team has chosen to prepare a report outlining the social work competencies we, as a profession, believe are necessary, in order to participate more fully in the diagnostic component of our practice in mental health and private practice.

Competencies are vital components that define a professional group and generally refer to a set of values, knowledge, skills, and abilities. As social workers, we possess a set of competencies which enable us to complete our employment responsibilities and demonstrate our value and

service to clients and society. Our competencies include problem identification and analysis within a holistic, psychosocial and systemic framework, to name but a few.

We suggest the term "diagnosis" is not simply a label defining a person, but a means of describing an individual's experience, problems, symptoms and stressors in a cogent manner which is readily understood within a multi-disciplinary team.

***We invite your comments regarding the competencies necessary for a social worker to diagnose mental health concerns. This feedback is required by September 10, 2004, and should be forwarded to the SASW Office.***

The task team will then use this competence document to establish a process whereby social workers can participate more in this aspect of practice.

*Submitted by*

*Deb Buettner, MSW, RSW (SK)*

*Chairperson – Psychologists Act Task Team*



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# Saskatchewan Association of Social Workers

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"Social Workers - Make A Difference"

April 8, 2004

Editor - Saskatoon Star Phoenix  
Saskatoon, SK  
Email Address: [spnews@sp.canwest.com](mailto:spnews@sp.canwest.com)

Dear Sir:

In the matter of suspected child abuse and neglect, we are in agreement with the Children's Advocate (SP April 2) that we all need to continue our vigilance to ensure there is protection for our most vulnerable children. In our view, the development of this vigilance should include offering our interest and support to those who are called to respond to allegations that children may be in need of protection.

Your story, *Another Family Destroyed* (SP March 27) and the follow up editorial on March 29<sup>th</sup> presented part of a complex family matter and drew conclusions about investigation findings and those who reached those conclusions. It is our experience that matters such as these are rarely simple and straightforward and it is for this reason critical that people who are responsible for doing this work are well prepared and well supported. You are correct that police, child protection workers and the court are involved. Child protection workers have the key role of ensuring the safety of children who may have been abused, and police determine if there is reason to believe an assault within the meaning of the Criminal Code of Canada has been committed. Protocols tie police and child protection workers together so there is coordination and cooperation, not so that one can take over the role of the other.

The Child and Family Services Act directs there be reporting of children who are believed by any of us to be in need of protection. It goes on to create a duty for those persons working as child protection workers to investigate such reports, reach conclusions and propose the best route to safety and security for the children affected. In turn, if a child is apprehended where it is thought the child is at risk of incurring serious harm, it is only the court that has the authority to make a final conclusion. All of this is important, challenging work and deserves our interest and acknowledgement.

Sincerely,

Deborah Buettner  
President - Saskatchewan Association of Social Workers

*A Member Of The Canadian Association Of Social Workers*

**Committee/Branch/Task Team Section**

# Prince Albert Branch Activities

The Prince Albert Branch celebrated Social Work Week in March by hosting a luncheon with guest speakers Deborah Parker-Loewen and Amanda Doucette from the Children's Advocate Office. The theme of the presentation was the importance of people "having voice" regarding social justice issues that affect their personal lives and communities. Amanda Doucette, the provincial youth delegate co-ordinator, spoke about the results of a research study that surveyed youth from across our province about their experiences with education and changes they would like to see. A copy of the report *Blueprints for Change, Building Partnerships for Education* is available from the Saskatchewan Children's Advocate Office. The report includes 15 recommendations relating to youth and education. The luncheon was well attended, with about 50 people attending.

The branch meetings continue to be busy and well attended by a consistent group of members. A recent development is the implementation of a bi-monthly evening discussion group to provide members the opportunity to discuss a variety of issues relating to their work as social workers. We look forward to future discussion groups.

*Submitted by  
Patti Cram, President*

## DISTANCE LEARNING

MSW Program  
Faculty of Social Work  
University of Calgary  
E-mail: [socialwk@ucalgary.ca](mailto:socialwk@ucalgary.ca)  
Phone: (403) 220-6945

### BELL, TEMPLE

*Barristers & Solicitors*

#### IMPORTANT NOTICE



## Legal Advice for Members of the Canadian Association of Social Workers

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 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 related 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.

Please be prepared with the following information:

- ◇ Your name, telephone number(s) and address ◇
- ◇ Your policy and certificate numbers ◇
- ◇ A concise summary of all relevant facts ◇
- ◇ Your specific question or concern ◇

#### **Bell, Temple Barristers & Solicitors**

393 University Avenue, Suite 1500, Toronto, Ontario, Canada M5G 1E6

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Cameron C.R. Godden – extension 8201 Lisa E. Hamilton – extension 8207

In the event of a formal claim or complaint, notify Aon Reed Stenhouse Inc.

## Committee/Branch/Task Team Section

# News from the Yellowhead Branch

On April 5, 2004, the Yellowhead Branch held a discussion group about the paper released by CASW, *Social Work and Primary Health Care*. The paper was developed to initiate discussion among social workers in the health field to assist in better articulating the skill sets they bring to health and to encourage promotion of our profession. The paper generated a lively discussion. One of the points raised was how difficult it is for social workers to promote themselves. As a follow-up, Tom Seeley, who is on the Sunrise Health District Advisory Committee, will be taking the paper forward to the health district board and administration.

During Social Work Week, the Yellowhead Branch hosted, in conjunction with a Social Work class, a discussion on same sex marriage. Speakers were Rawd Bieber, RSW, and Graeme Mitchell, Q.C. The speakers reviewed, as background, relevant sections of the *Canadian Charter of Rights and Freedoms* (1982), the *Constitution Act of 1867* and the *Common Law Definition of Marriage*. Important equality rights cases and same sex marriage cases that have been before the court were outlined. All found the information very educational and well presented.

*Submitted by*

*Sandy Vaughn Hastie, Branch Representative*

## SASW Practice Ethics Committee

The purpose of this committee is to provide timely consultation to SASW members on ethical issues.

Current membership consists of Victoria Walton, chair, and members Della Yaroshko, Norlane Jensen, John Nicholson, Bernadette Prokopetz, Stan Dimnik and David Macknak.

Requests for consultation should be made to the SASW Provincial Office by letter, e-mail, telephone or fax. They should be concise and contain a clear expression of the ethical issue being posed to the committee. Sufficient detail should be provided to ensure the committee can make an informed response.

The member can ask that his or her identity be kept confidential by the chair, SASW office or the executive director, but the committee requires that someone be able to contact the caller for clarification if required and to provide a written response to the enquiry. Members can also ask that specific committee member(s) receive no details of the enquiry and not be involved in the consultation. Anyone desiring one of these options should state it in their initial contact with the office.

The chair will receive the request from the SASW office. Any committee member may be assigned the task of researching the concern, organizing a discussion with the rest of the committee—usually by e-mail—and framing the response. The response is usually made in writing, sometimes by phone or both within a few days of receiving the question. The committee reviews responses at their monthly meeting to ensure consistency and improve the quality of future responses to similar inquiries.

Responses will be governed by the *CASW Code of Ethics* and *SASW Standards of Ethical Practice for Professional Social Workers in Saskatchewan*.

The committee aims at providing members with a studied, yet timely, response containing alternate ways of viewing and acting on ethical issues. The committee does not offer “the answers.”

Requests for consultation may be made through the SASW office by mail at: 2110 Lorne Street, Regina, SK, S4P 2M5; by phone to 545-1922; by fax 545-1895; or by e-mail to [sasw@cableregina.com](mailto:sasw@cableregina.com)

Copies of the responses are retained by the committee and submitted to the SASW office annually. The committee and the Provincial Office protect the confidentiality of all correspondence and documentation regarding the inquiry. The committee is responsible to the SASW Council and reports through regular council meetings. An annual report containing non-identifying information is presented at the SASW Annual General Meeting.

*Submitted by*

*Victoria Walton*

*Chairperson - Practice Ethics Committee*

### Social Work Related Web Sites

<http://www.nyu.edu/socialwork/wwwrsw/>  
<http://casw-acts.ca/framepg1.htm>  
<http://gwbweb.wustl.edu/websites.html>  
<http://www.socialworker.com/>  
<http://www.idrc.ca/socdev/index.html>  
<http://www.welfareinfo.org/>  
<http://www.corpwatch.org/>  
<http://cpmcnet.columbia.edu/dept/nccp/>  
<http://www.peace.ca/>  
<http://www.sc.edu/swan/index.html>  
[http://www.gradschools.com/listings/distance/social\\_work\\_distance.html](http://www.gradschools.com/listings/distance/social_work_distance.html)  
<http://www.fmhi.usf.edu/famu/childwelfare.html>  
<http://www.childwelfare.ca/>  
<http://www.mentalhealth.com/fr13.html>  
<http://mentalhelp.net/>  
<http://www.state.sc.us/dmh/clinical/treatment.htm>  
<http://www.healingwoman.org/>  
<http://www.guerrillamedia.org/home.htm>  
<http://online.socialchange.net.au/>  
<http://www.griefworksbc.com>



# Ruth Mireau Receives SASW Award

Ruth Mireau graduated from the University of Manitoba with her BSW in 1981. Since that time she has been a tireless advocate for our profession and a dedicated practitioner.

Ruth's primary area of practice has been in the adult mental health area. She has held various social work positions in Saskatoon Health Region including working at Saskatoon City Hospital, McKerracher Centre, the Rural Team and the Adult Counselling Team, Mental Health Services. Her current focus is individual and group counselling.

Ruth acquired her MSW from the University of Regina in 2000 and has also been a sessional lecturer with the University of Regina, Faculty of Social Work, since 2001. She teaches "Mental Health Services" and "Social Work in Health Settings."

Ruth's involvement with SASW has been extensive.

She has been an active member since 1982 and has held many positions at a Branch level including Saskatoon Branch chair, co-chair, representative to Council, secretary, education committee chair, and member-at-large.

In addition to being a devoted mother, partner, daughter and granddaughter, she also takes time to volunteer in her church.

It is truly an honor to be part of a profession that comprises such dedicated people and we wish to congratulate Ruth as our 2004 SASW Distinguished Service Award Recipient.

*Submitted by  
Tracy Muggli, MSW, RSW (Sask.)  
Council Member-at-Large,  
Saskatoon Branch Representative*

## ***Response on Receiving SASW Distinguished Service Award***

*by Ruth Mireau, MSW, RSW (Sask.)*

Thanks to the group of individuals that nominated me for this award. Thanks also to my family, particularly my folks. Growing up in my family allowed me to develop values that are true to the ideals of this profession. Thanks as well to my workplace, Mental Health Services, SHR. This workplace has been sup-

portive of participation in the SASW and has also been supportive of using creativity and new ideas.

*We are fortunate to witness our clients carry on as community activists when they are able to see the strengths in themselves.*



*Ruth Mireau was presented with the SASW Distinguished Service Award by Traci Muggli (right), Saskatoon Branch Representative and Council Member-at-Large, at the SASW AGM on April 29, 2004.*

Social work is an exciting profession. At its best, social work honours the strength and value in all of our clients. I am relieved that I ended up in a profession that focuses on strength and health rather than deficit and illness. This was quite by accident, as I was pretty naive when I began in this career. Social work encourages us to see the "big picture." Working with individual clients leads us to see patterns and themes and provides us with ideas about working in the larger community. We are fortunate to witness our clients carry on as community activists when they are able to see the strengths in themselves.

Finally, thanks to the SASW for providing a venue for all of us as members to be social activists in large and small ways. It's been exciting to be part of this organization as it has grown and become more organized. I am really excited that at this point in time there is an official committee of the SASW that has been developed to address social justice concerns through the media, in order that we are able to better inform the community about these issues.

I encourage all social workers to participate in the organization. It is hard work to volunteer but it is certainly worth the effort. Personally, one of the benefits has been finding a group of friends who are excited about the same issues as am I.

# Presentation of SASW Student Award

Congratulations to Teri McGillivray, Yorkton, on receiving the SASW Student Award.

Teri is a BSW student taking courses in Yorkton while raising children and actively contributing to her community. She was admitted to the Faculty of Social Work in February 2000 and was awarded a Certificate of Social Work in October 2002. She expects to complete the BSW program within the next year.

Teri has been an active volunteer in her community for many years as a student member of SASW advocating for the Association in Yorkton and as a member of the Child Action Plan committee in support of the well-being of children and families. She is working with the Fetal Alcohol Syndrome committee as well as being a Scout leader, Sunday school teacher and classroom helper. She has held employment in several human service programs such as the Yail Harbor Inc. program for individuals with disabilities, at the Aspen Bluff Villa and Morris Lodge, both private care homes, as a care aid, and others.

I met Teri when she was a student in an Internet course I taught, SW 420 "The Legal Environment of Social Work Practice." Although the material was difficult, e.g., legal documents and court decisions, she rose to the challenge and participated as a leader in the on-line discussions. I could hardly keep up

with her contributions to the discussions. They were thoughtful and extensive.

The SASW Student award of \$200 is made to a student currently admitted to the Faculty of Social Work "in recognition of a student's outstanding contribution to their community." The community service is to be the giving of one's self, beyond the immediate requirements of education or employment. Activities related to a professional association, group and volunteer work are the main criteria upon which the selection is made.

Congratulations Teri!

*Submitted by Mona Acker, MSW, RSW (SK)  
Assistant Dean, Faculty of Social Work, U of R*

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

**"I AM A SOCIAL WORKER"**

*You would 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***



*Teri McGillivray (right) was presented with the SASW Student Award by Mona Acker (left), Assistant Dean, Faculty of Social Work, at the SASW AGM held on April 29, 1994.*

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## Gender Is a Determinant of Poverty

In January 2004 CASW released a report on *Women's Income & Poverty Revisited*. This was an area of concern and prompted a research paper into the state of poverty and women. Statistics Canada and research studies were reviewed. A study issued by the Status of Women Canada (2000) confirmed that gender was an important determinant of poverty. In addition, recent immigrants and visible minorities were likely to have a higher incidence of poverty. Some of the interesting findings include the following:

- The poverty rate of women who started as part of a couple and ended as lone parents was ten times higher than women who remained part of a couple.
- Two-thirds of women who climbed out of poverty did so on the basis of an increase in family income of \$10,000 while 75% who fell into poverty experienced a decline in family income of similar scale.
- Significant changes in shifts into or out of poverty were more related to changes in market income than government transfers and with the presence of a second income earner. Reliance on income transfers such as social assistance and employment insurance do not afford women sufficient protection to keep them out of poverty.

The role of policy is examined. "CASW recommends the strengthening of government transfers by directing them more specifically to women's needs." "CASW supports anti-poverty strategies' and does not support "strategies which attempt to

define away poverty by redefining low income cut-offs based on a scanty list of basic needs or a bread basket approach which discounts the relative nature of poverty based on income inequalities."

Since the paper has been released to all member associations, it is hoped the membership will review the paper. A copy can be obtained from the CASW Web site. Board members are actively debating and planning next steps.

*Submitted by*  
**Marlene Chatterson, MSW, RSW**  
*CASW Board Representative, SASW*

### And more CASW news...

The *Social Work Code of Ethics* went into final draft at the end of March. Congratulations to Beverley Antle, Ph.D., RSW, for a great deal of work through a long and patient process of input and discussion.

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# CASW Distinguished Social Work Award Goes to Renu Kapoor

On April 29, 2004, at the SASW Annual meeting, I had the privilege of presenting the CASW National Social Work Award to Renu Kapoor, Regina. This award is given yearly by the CASW to an individual selected by each CASW member organization from their membership who has provided an outstanding contribution in any area of social work practice in the province.

Renu has inspired excellence in the field of social work for nearly 40 years. She received a Master of Social Work at the University of Lucknow in India in 1965 and a Master of Science in Social Work at the University of Wisconsin in 1969. She has been employed for more than 30 years with the Regina Qu'Appelle Health Region in Mental Health and Addiction Services.

Renu has been a member of SASW since 1969 and has served the association on many committees and at the Branch level. Her commitment to community service has also been highly recognized. In the past seven years, she has helped several organizations succeed in their fundraising efforts including the YWCA, Regina Chapter-Osteoporosis Society, India Canada Association of Saskatchewan, Cancer Clinic, Regina Food Bank, UNICEF, Hospitals of Regina, Earthquake in India, Operational Eyesight Universal, and Tae Kwon Do.

Renu has been the recipient of several awards including the Regina Multicultural Council (1992), YWCA Volunteer of the Year Award (1995), Service Award from the City of Regina-Social Grant Board (1999), Saskatchewan Service Award-India Canada Association (1993, 1994 and 2001), Saskatchewan Health Care Excellence Award (2002), National



*Renu Kapoor (left) was presented with CASW Award by Marlene Chatterton (right) at the SASW AGM held April 29, 2004.*

Builder Award-Regina Chapter, Osteoporosis Society of Canada (2002) and The Queen's Golden Jubilee Medal (2002).

Renu has remained interested and inspired in social work by direct practice. She has incorporated this with an innate sense of alleviating needs in the community. Renu also incorporates practice standards and ethics. She provides social work education and advocacy, yet finds time to nurture colleagues. Renu demonstrates a fusion of social work practice, volunteer commitment and community service.

Congratulations, Renu!

*Submitted by  
Marlene Chatterton, MSW, RSW (SK)  
CASW representative for SASW*



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**OUR SASW FAMILY TREE**

Please watch for the Fall/Winter Newsletter, which will feature Geoff Pawson and his pioneering work in the development of the Ranch Ehrlo Society. We look forward to presenting this article.





# Message from Dean of Social Work University of Regina

*By: Michael MacLean*

Greetings from the Faculty of Social Work. In my message in the last SASW newsletter, I gave you information on the two reviews that we are having in the Faculty. Here is an update on those reviews:

### **1) Re-accreditation by the Canadian Association of Schools of Social Work**

After we submitted our self-study report, the CASSW requested more information from us with respect to our BSW and MSW programs. We provided that information as per a March 15, 2004, deadline but it was too late to arrange a visit to the Faculty. CASSW is very interested in meeting with students to solicit their views on the strengths and challenges of the programs. Hence, we will have a visit from the CASSW reviewers in fall 2004. We look forward to your involvement in this review in the fall.

### **2) University of Regina Unit Review**

We had a very good visit from the U of R Review Team in late March. SASW (represented by Richard Hazel and Ray Perkul) met with the Review Team to give input about our program. Several other members of SASW met with the Review Team in their role as sessionals, practicum supervisors and agency colleagues, among others. Also, senior colleagues from the Department of Community Resources and Employment contributed their views to this review. In the informal oral report that the Review Team gave to me and to the vice-presidents of the University of Regina at the end of the three-day visit, several positive statements and challenges for the Faculty of Social Work were discussed. One of the positive statements the Review Team made was that they were very impressed with the number of people who came to present their views to them; for all of you who did so, we would like to thank you very much for your participation. The Review Team has six weeks to get a written report to us and, as of the moment of writing this message, the report has not yet been received. We look forward to receiving this report and to taking action on the recommendations that will be suggested.

When we are not being reviewed, we are working on several other initiatives that link the Faculty of Social Work and the SASW. We are exploring possibilities of Continuing Education credits with the Education Committee; we are developing and expanding a Mentoring Program with colleagues in Saskatoon and Regina, with the possibility

of expanding it in other places where there are students; we are offering MSW courses in Saskatoon; and we are working with our excellent colleagues in Saskatoon on the CASW national conference.

It is a pleasure to be working with all of you in the interests of improving and expanding the social work profession in Saskatchewan. It is also wonderful to work with the SASW Council on many of the above issues. Please let me know if there is anything we in the Faculty of Social Work can do for you. All the best.

### **Northern Health Research at the Faculty of Social Work, Prince Albert Office**

Partnerships between First Nation health organizations, communities, northern health authorities, and academics from the University of Regina, University of Saskatchewan, and First Nations University of Canada, have led to a number of initiatives unfolding now and over the next number of years. These partnerships are based out of the Faculty of Social Work's Prince Albert office where, recently, the Saskatchewan Population Health and Evaluation Research Unit (SPHERU) has also established an operation from which to address northern population health issues. The newly established Indigenous Peoples Health Research Centre (IPHRC) developed by First Nations University of Canada as the lead organization in collaboration with U of R and U of S has three sites in Saskatchewan, one of which is at the Northern Campus of the First Nations University in Prince Albert. A number of projects are currently ongoing and all are collaborative research initiatives that are community driven, participatory, and capacity building in orientation:

**First Nations' Health Development: Tools for Assessment of Health and Social Service Program Impacts on Community Wellness and Capacity.** (Principal Investigator: Bonnie Jeffery, U of R). This project, now in its second year, will develop culturally sensitive indicators and an evaluative framework for use by First Nations health organizations to track the effects of health and human service programs under their jurisdiction on community health and capacity. This project is funded through the Canadian Institutes of Health Research, the Saskatchewan Health Research Foundation, and Northern Medical Health Services (U of S). Others involved in the project include SPHERU faculty from the U of S and U of R (Sylvia Abonyi,

*continued on page 16*



## Resource Box

### Resources Focusing on Youth

The Resource Box is a place to let social workers know about books, Web sites and other materials of interest to social workers. It is important for you the readers, to take part in what is chosen for review. I am indebted to Ailsa Watkinson from the School of Social Work for directing me to *Tough on Kids, Rethinking Approaches to Youth Justice* by Ross Gordon Green and Kearney F. Healy, published by Purich Publishing, Saskatoon. I am also indebted to CBC Radio for interviewing Gordon Neufeld about his new book *Hold Onto Your Kids (Why Parents Matter)*.

We are by nature an interdisciplinary profession, and need to be open to many areas for our ongoing professional development. If you hear of a book, article or Web site which may be of interest and of help to your colleagues, please let me know of it. I would be pleased to receive your comments and evaluations, and information on the source and availability of the material. I can be reached at 306-961-4716 or at petergrif@sasktel.net

*Tough on Kids, Rethinking Approaches to Youth Justice* by Ross Gordon Green and Kearney F. Healy, Purich Publishing, 2003 (ISBN 1-895830-22) (www.purichpublishing.com)

This book is an insightful overview of the history of the judicial system in dealing with youth in conflict with the law, and the implications of the Youth Criminal Justice Act (YCJA) which came into effect on April 1, 2003. The co-authors, both experienced Legal Aid lawyers,

present logical and convincing arguments for a social justice system to focus on positive changes as opposed to negative reinforcement.

In my opinion, this book should be required reading for anyone entering the field of human services, whether it be through social work, psychology, corrections, health, education, and especially law and law enforcement. No matter what area of human service you are in, you cannot avoid coming into contact with youth who have been in conflict with the law, and seeing its effect, often quite negative, on their outlook on life.

Only when we are fully aware of the dynamics of negative reinforcement and labelling can we educate the general public, who often have strong but misinformed views. We are fortunate in Saskatchewan that several youth projects have been established in the past few years in several communities, including Prince Albert. These projects have provided healthy and fair vehicles for mediation and resolution for youth instead of progressively negative experiences which merely accelerate their education into anti-social or criminal patterns of behaviour.

*Hold On to Your Kids (Why Parents Matter)* by Gordon Neufeld and Gabor Mate, 2004, Alfred A. Knopf, Canada. (ISBN 0-676-97471-6)

Gordon Neufeld is a Vancouver-based psychologist who has been actively exploring the nature of child development  
*continued on page 15*

### 2004 Masters of Social Work

The following is a list of Spring 2004 graduates of the Master of Social Work Program, Faculty of Social Work, University of Regina. If you are interested in reviewing their work, copies are available for loan at the University of Regina Library.

Sandra Lee Dobra (Grenfell): *Constructing Solutions Versus Assessing Mental Health* (Master's Practicum);

Suzanne Fedorowich (Regina): *Learning from the Experiences of Adult Survivors of Childhood Family Violence* (Master's Thesis);

Binamin Konlan (Accra, Ghana): *Adolescents in Care: Theory & Practice at Dale's House*, Regina (Master's Practicum);

Marilyn Louise Magnuson (Saskatoon): *The Experience and Benefits of Reiki as a Complement to Group Therapy for Mothers Healing from Child Sexual Abuse* (Master's Thesis);

Margaret Newhouse (Airdrie, Alberta): *Adherence to Treatment Programs for Men Who are Abusive to Women:*

*A Saskatchewan Study in Perspective* (Master's Project);

Patrick L. O'Byrne (Regina): *Exploring the Predictive Ability of Risk Needs Assessment in Saskatchewan Corrections* (Master's Thesis);

Anne Barbara Penniston (Regina): *One Hundred and Four Steps, Eleven Flights: Women's Experience of Identity and Community Through Dance* (Master's Thesis);

Tim South (Regina): *Integrating Ecological Theory and Practice in Social Work with Chemically Dependent People: A Reflective Review and Discussion of a Practicum Placement at Alcohol and Drug Services* (Master's Practicum);

Janis M. Wicks (Yellowknife, NWT): *Kneading Time a Women's Baking Group—A Project in Community Economic Development* (Master's Project);

Debra L. Wiszniak: *A Qualitative Study Exploring Quality of Life of Informal Caregivers Caring for Someone with a Terminal Illness* (Master's Thesis).

## Resources Focusing on Youth, continued

ment for years. He is currently in high demand as a speaker in many school systems through Canada and the USA. After overhearing part of an interview that CBC Radio held with Gordon Neufeld, I became intrigued with his premise about why youth do not pay much attention to adults. He courteously sent me a review copy of his book.

At the risk of repeating myself, I need to say that this is also a book which anyone working with youth and families needs to read. The author reveals the conflict and tensions between the generations, especially when the historical values of one generation appear to be disregarded by the next. His writings presents new insights in the context of our highly media- and fad-dominated culture, without using jargon and academic language. His book is written as a trade book, and as such can serve as a very good basis for discussion and dialogue between the public and professionals.

In essence he points out how, within a relatively short time and fuelled by the commercial and economic exploitation of youth by media and advertisers, youth have become less adult-oriented and increasingly peer-oriented. He refers to peer orientation as “an epidemic that endangers the health of an entire society.” We may not be able to halt the social, cultural and economic forces driving peer orientation, but there is much that we can do in our homes and in our classrooms to keep ourselves from being prematurely replaced.

He explores how the various ways of attaching—senses, sameness, belonging and loyalty, significance, feeling and being known—put adults at a serious disadvantage in gaining the trust and confidence of youth, and the differences between attachments and friendships. He also points out the two routes by which a child becomes prepared to be “fit” for society: attachment-track socialization and maturation-track socialization. His definition of fitness is related to what we call a sense of maturity and being able to handle responsibilities. This is not a new problem in society, as anyone who has to deal with what we conveniently label “immature behaviour,” knows very well. Neufeld challenges the “just let them grow up model of parenting” and provides some interesting insights into dealing with peer-oriented adolescents. His ideas for reclaiming peer-oriented children include courting the competition, preserving the ties that empower, using discipline that does not divide, and creating a village of attachment. What I appreciate about his approaches is that he doesn't argue that he has a foolproof solution for the problem, but instead gives directions and ideas that parents, teachers and human service providers can recognize and apply.



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## **Message from Dean of Social Work** *continued from*

Ronald Labonte, Nazeem Muhajarine, and George Maslany); Shannon Avison of the Indian Communication Arts Program from First Nations University of Canada; Prince Albert Grand Council, Athabasca Health Authority, and Northern Inter Tribal Health Authority.

**Determining factors towards improving HIV/AIDS support structures in Northern Saskatchewan Aboriginal (First Nation and Métis) communities.** (Principal Investigator: Sylvia Abonyi, U of R) This research project, just completing its first year, is part of a community-based proactive strategic response to the anticipated emergence of HIV/AIDS in northern Saskatchewan. Results will inform the design and orientations of prevention, education, management, and surveillance initiatives. The project is funded by the Canadian Institutes of Health Research. Others involved in the project include Bonnie Jeffery (SPHERU/U of R); James Irvine and Donna Stockdale (Mamawetan Churchill River and Keewatin Yatthé Health Regions and Northern Population Health Unit); Shirley Woods and Mandiangu Nsungu (Northern Inter Tribal Health Authority); and leadership in four northern First Nation and Métis communities.

**Role Quality and Health: Influences of Individual, Workplace, and Community Social Supports.** (Principal Investigator: Bonnie Jeffery, U of R) This newly funded

research project will explore the individual, workplace and community social supports experienced by Aboriginal and non-Aboriginal men and women employees in a northern Saskatchewan workplace setting. Results will inform workplace policy options that would be the most influential in creating more equitable health outcomes, particularly on the basis of gender and Aboriginal status. This project is funded by the Canadian Institutes for Health Research (Institute of Gender and Health) and the CIHR/Regional Partnership Program in Saskatchewan. Others involved on the project team include Esther Sanderson (First Nations University of Canada), Ronald Labonte and Nazeem Muhajarine (SPHERU/U of S), Kay Willson (Prairie Women's Health Centre of Excellence) and Judith Martin (Department of Labour).

**The Healing Journey: A Longitudinal Study of Women who have been Abused by Intimate Partners.** Funded by Social Sciences and Humanities Research Council, this project is lead by researchers from the University of Manitoba with collaboration from research teams in Saskatchewan and Alberta. Bonnie Jeffery is a member of the Saskatchewan team along with colleagues from the University of Regina and Saskatchewan. Prince Albert is one of the research sites so part of the Saskatchewan work will be coordinated out of the Faculty of Social Work's Prince Albert office.

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Level 2: Working with Difficult Problems

November 26, 2004 – Moose Jaw, Saskatchewan

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