



Saskatchewan Social Worker

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Do Social Workers Have a Duty to Report Alleged Illegal Activity?

A dark, atmospheric photograph showing the silhouette of a person's head and shoulders in profile, looking upwards. The person's hands are clasped together near their face. The background is a dark, rainy scene with light reflecting off the falling water, creating a somber and contemplative mood.

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Written by Haley A. Lingelbach,
Lawyer at McKercher LLP
for SASW

Introduction

The Saskatchewan Association of Social Workers (SASW) has received questions from several of its members about what the duty of a social worker is when a client has divulged information to him or her about alleged illegal activity. The duties that social workers may have in these circumstances are discussed in the full text of this article. The following provides a summary of the main conclusions from the article.

Conclusions on the Duty of Social Workers

When is a social worker legally required to provide information about his or her client to the police?

There is a duty imposed on social workers to report confidential information shared by their clients (1) when a child is in need of protection¹, or (2) when it is necessary to prevent serious, foreseeable, and imminent harm.²

There is no duty imposed on social workers to report when a client discloses alleged illegal activity that has already taken place. However, if a police officer requests information from a social worker about an on-

going investigation, the social worker is permitted to exercise discretion in whether he or she will disclose confidential information about his or her client to the police.³

**DISCLAIMER: This summary and the full article are not to be construed as legal advice. For more information on this topic or to view a copy of the full article, please contact the Executive Director of the Saskatchewan Association of Social Workers. For a legal opinion on the applicability of the above principles to a specific set of facts or circumstances, please contact a lawyer.*

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Saskatchewan Social Worker

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Do Social Workers Have a Duty to Report Alleged Illegal Activity?

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When a client tells a social worker about alleged illegal activity, should the social worker contact the police?

A social worker should not contact the police simply because a client has told him or her about alleged illegal activity previously committed by the client. This principle stems from (1) the fact that there is no duty to report when a client discloses alleged illegal activity that has already taken place, and (2) the fact that social workers must abide by their duty of confidentiality.⁴

If a client tells a social worker about alleged illegal activity and the social worker does not report it to the police, will the social worker in some way be faced with criminal consequences?

A social worker who merely obtains information from a client that illegal activity has occurred in the past and fails to disclose the information likely will not be charged under the Criminal Code (Canada). However, if the social worker somehow aids⁵, abets⁶, or counsels⁷ the client into committing illegal activity, assists in such a way that makes him or her an accessory after the fact⁸, or otherwise acts offside the Criminal Code⁹, the social worker may find himself or herself being charged criminally. Whether such charges are appropriate will depend on the individual facts of each case.

What steps should a social worker take when faced with an ethical dilemma regarding disclosure of alleged illegal activity?

As a pre-emptive measure, a social worker should always have a conversation at the outset of each meeting with the client where he or she discusses what information will/may need to be shared with others if disclosed to the social worker by the client. In doing this, the social worker acknowledges the client's right to confidentiality but also explains the limits of that right

when compared to the social worker's own ethical obligations.¹⁰

Nevertheless, if a social worker still finds himself or herself faced with ethical dilemmas regarding situations where a client has disclosed alleged illegal activity, he or she should consider the following steps in determining the best course of action to take:¹¹

1) Review the rules and guidelines concerning confidentiality and the duty to report in The Social Workers Act (Saskatchewan), the SASW Bylaws, and the SASW Standards of Practice for Registered Social Workers in Saskatchewan, as well as the Canadian Association of Social Workers (CASW) Code of Ethics and Guidelines for

Ethical Practice.

2) Consult a lawyer for advice.

3) Discuss the situation with colleagues, consultants, and the SASW/CASW; these people will likely have insights on ethical dilemmas, or at least perspectives from similar situations they have found themselves in.

4) Keep records of all steps taken and decisions made regarding the ethical dilemma.

Ultimately, there are often no clear-cut answers regarding these ethical dilemmas. Nevertheless, social workers can protect themselves as much as possible by following the above steps.

Footnotes

- 1 *The Child and Family Services Act*, SS 1989-90, c C-7.2 at s 12(1).
- 2 The Canadian Association of Social Workers Guidelines for Ethical Practice (2005), online: <www.sasw.ca/document/4574/guidelines_for_ethical_practice.pdf> [CASW Guidelines] at s 1.5.
- 3 The Health Information Protection Regulations, RRS c H-0.021 Reg 1 at s 5.1.
- 4 The duty of confidentiality is discussed in the SASW Standards of Practice for Registered Social Workers in Saskatchewan (2017), online: <sasw.ca/document/4577/SASW%20Standards-of-Practice-%20June%201%202017%20Approved.pdf> at B(c) and D.1; the CASW Code of Ethics (2005), online: <www.sasw.ca/document/4573/2005_codeofethics.pdf> at 7-8 and 10; and the CASW Guidelines, supra note 2 at 1.4, 1.5, and 6.3.
- 5 Criminal Code, RSC 1985, c C-46 at s 21(1)(b).
- 6 Ibid at s 21(1)(c).
- 7 Ibid at s 22.
- 8 Ibid at s 23(1).
- 9 See ibid at s 129(b) and 146(a).
- 10 Kathryn Krase, "Social Workers as Mandated Reporters: Conflicted Over Confidentiality? Part IV" (2014) online: <www.socialworker.com/feature-articles/practice/social-workers-as-mandated-reporters%3A/>.
- 11 Based off the article "Eye on Ethics: The Limits of Confidentiality" by Frederic G. Reamer dated April 14, 2002, online: <[//www.socialworktoday.com/news/eoe_041402.shtml](http://www.socialworktoday.com/news/eoe_041402.shtml)>.



PRESIDENT'S MESSAGE

A Social Justice Lens!

By Wanda Miller, MSW, RSW

As we close off 2019 and look to 2020, I reflect on change: The changes within my organization, my community and the world around me. As change is constant and challenging, there are times I need to consider how to keep myself in check.

As Social Workers, we are continually making decisions that affect ourselves, our clients, patients, families, our organization, community and society at large. Given the demands on our time, the many tasks we juggle, and the urgency of many of these decisions at times, I seek out tools that assist me for critical analysis. A Social Justice Lens – A Teaching Resource Tool is one example of a tool I have utilized.

Social justice is important because it promotes and works toward a society that celebrates diversity and equality — having more equality and diversity in a community is good for society as it promotes opportunity, growth and social well-being. A social justice lens, according to BC Teachers' Federation in their development of the Resource Tool, applies social justice and critical theory to all aspects of our professional lives. The theory focuses on equity for all, which requires action and systemic change. Critically examining our thoughts, experiences and beliefs can be helpful toward making sure our actions align with our values and intentions.

When I consider my organization, on the surface it may appear to be just an average organization; however, when I look at it applying the social justice lens, a range of challenges

and opportunities emerge. How do we assess whether programs, resources, and events we attend or lead, even the books we read reflect principles of social justice. In keeping myself in check, I like to view these through the social justice lens and pose questions that guide me through that process.

Do we all have access to learning and success? Consider whether it values a welcoming and inclusive approach to all people equally, teaches the value of multiple perspectives, and teaches the importance of diverse views.

Is this a place where we see ourselves and are treated as individuals with the rights and ability to cause change? Does it develop understanding of one's right to create change, nurture action and empowerment of everyone equally, does it develop leadership skills.

Do we study issues of social injustice with an eye to transforming hierarchies and eliminating inequity? Does it build skills needed to affect systemic change using various strategies, develop awareness of social realities, and empower the voice of the disenfranchised and minorities?

Are we able to gain the skills needed to improve the lived experiences of others? Does it promote transformative work for the betterment of others, value co-operation and coalition-building, work across differences to find common ground.

How are you working to ensure your organization reflects the principles of social justice? What is your social justice lens? What is our capacity as Social Workers to influence change?

Take Care and be Safe!





EXECUTIVE DIRECTOR'S MESSAGE

Goals and Milestones

By Karen Wasylenka, MSW, RSW

Summer 2019 is now a distant memory, as it seemed that September suddenly arrived. Our fall has been busy here at SASW, with committees and branches reconvening after a summer break and other work gearing up.

In June, 2019, we hosted the Canadian Association of Social Workers and the Canadian Council of Social Work Regulators Annual Meetings in Saskatoon. The meetings were attended by over 30 Board Representatives and Executive Directors from across Canada. The group enjoyed the Bessborough and its surroundings, local restaurants and shopping, and a trip to the Berry Barn. We spent some time on the Code of Ethics project – this is a major undertaking for CASW, and the work is being grounded in the Truth and Reconciliation Commission principles.

In July, SASW marked a new milestone — we issued a license to Crystal Ouellette — our 2000th member. Our Strategic Plan has guided our work over the past two years, with a focus on member engagement, including encouraging qualified applicants to be members, encouraging students to be student members, and supporting our current members. We strive to be responsive and helpful to both our members and the public.

As fall committee and branch work gets underway, I would like to thank everyone who is involved in SASW in any way — Committee Chairs and Committee members, Branch chairs and Branch members, ethics workshop facilitators, members who speak to social work classes, and others we call upon from time to time to attend panels or

workshops. It is through the effort of everyone that we move forward with our mission.

I would like to extend our best wishes to RSW, Dr. Judy White, who leaves her post as Dean of the Faculty of Social Work, University of Regina, at the end of December. Dr. White first joined SASW in March, 1991, as a student member. Judy has been an active member of SASW, most recently serving on the Public Relations Committee. In her role as Dean, Judy has facilitated the excellent working relationship between the Faculty of Social Work and SASW. Thank you, Judy, for your contributions to SASW and the profession and we wish you all the very best! We

look forward to working with Dr. Cathy Rocke, who will begin her role as Dean in January.

Some of you will have already gone through the renewal process for 2020 and noted the change in the process of issuing receipts/licenses. This year we decided to optimize our online system and have receipts/licenses available to members online. This process reduces mailing costs, provides more timely receipts, and avoids lost receipts in the mail. We will review this process for next year.

Enjoy the Christmas season that will be fast approaching!

CASW Distinguished Service Award – Call for Nominations

Eligible Criteria

1. Outstanding contribution in any area of social work practice.
2. A high degree of professional commitment & contribution to the social work professional both provincially and/or nationally.
3. Current /valid registered social worker status with SASW.

Procedure for Nomination: The name must be submitted for nomination having the written support of three registered members of SASW. A brief biographical sketch must be included along with a curriculum vitae.

Selection Process: Selection of the CASW Distinguished Service Award will be made by a majority vote of the SASW Awards Committee.

Nominations must be sent to:

SASW - Awards Committee
2110 Lorne Street, Regina, S4P 2M5
FAX: 306.545-1895
Email: sasw@accesscomm.ca

Deadline for Nominations: December 1, 2019

**NOTICE TO MEMBERS
- CALL FOR NOMINATIONS TO COUNCIL POSITIONS -**

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

All nominations must be submitted on the "Call for Nominations" form. Nominations must be faxed/e-mailed to the SASW Office no later than **March 15, 2020**.

Call for Nominations for SASW Council

Position for Nomination: _____

Name: _____

SASW Registration Number: _____

Address: _____

Credentials: _____

City/Town: _____

Number of years in practice: _____

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

Previous/present involvement with SASW Branch/Committee: _____

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

Signature of Nominee: _____

Nominators - Registered Social Workers (*Please Print*)

Signature of Nominators

1. _____

2. _____

3. _____

Deadline for submitting nominations: March 15, 2020

Send completed form to SASW Office - 2110 Lorne Street, Regina, SK, S4P 2M5

Email: sasw@accesscomm.ca Fax: 306.545-1895



FROM THE DESK OF THE REGISTRAR

Questions About Renewals, Leaves, and CPE

By Fay Schuster, MSW, RSW

2020 Renewals and Continuing Professional Education (CPE) Hours

Renewal notices were provided to Members in October and as such many of you have already completed your renewals. I just wanted to flag as a reminder that once a member completes the renewal any CPE you undertake after that date is credited to the next year.

For those members who have not renewed please ensure you do so by December 1, 2019, to avoid the \$15.00 late fee. If you have not renewed as you do not have the required CPE hours you may wish to check out the free resources available through the Canadian Association of Social Workers.

Going on a Leave in 2020?

If you are going to be on a leave of absence from work in 2020 and not sure about your 2020 renewal and whether you qualify to register as “non-practicing”, please call me directly at 306-545-6878 and we can discuss your particular circumstances.

Use of Title in Absence of Registration

I have had a number of situations arise over the past couple of years where a member has not renewed their membership but continued to use the title “social worker” or “RSW”. Although there may be a variety of explanations for this occurrence, use of title in absence of registration for any reason contravenes section 24(1) of the *Social Workers Act* which specifically states “No person other than a member shall engage in the practice of social work by using the title “social worker”.

SASW does take the use of title very seriously and all known situations are followed up.

Voluntary CPE Submissions by Non-practicing and New Members

Members who are approved for a non-practicing membership and new members are not required to submit the 40 hours of CPE in the next renewal year. In the past we allowed voluntary submissions however this practice was creating some challenges in our online system. Members who are not required to submit CPE will no longer have access to submit activities in the system but are encouraged to keep their own personal records for the purpose of updating their resumes.

Are you an active student member who will be completing their studies in December 2019?

One of the benefits of student membership is that SASW provides an upgrade

to RSW in the year the student’s degree is conferred at no cost. For students who complete their studies in December, their degree is not conferred until January of the next year.

SASW’s policy on student membership is that the student must be enrolled in a “current class”. As student members who complete in December cannot renew their student membership in January as they are no longer a student with active enrollment in a class, SASW provides the upgrade to RSW at the student rate of \$58.00 versus the \$0.00.

Registrar Contact Information

As always, I am happy to respond to any questions members may have either by e-mail (registrar.sasw@myaccess.ca) or phone (306-545-6878)

Ooops, I Didn’t Renew – Now What???

- Your license expires December 31, 2019, and after that date if not renewed you may not use the title “social worker.”
- Between December 1 and December 31, 2019, you can renew by paying a \$15 late fee.
- If you reinstate in 2020, you will pay a \$50 reinstatement fee in addition to the full annual fee. (You will not be eligible for the pro-rated fee after July 1.)
- If you reinstate in 2021 and beyond, you will pay a \$50 reinstatement fee in addition to the full annual fee (you will not be eligible for the pro-rated fee after July 1), and you will need to submit new documentation including a Character Reference, Criminal Record Check and current resume.



From the Desk of the Dean of Social Work

By Judy White, PhD, RSW

I moved into the fall semester with a sense of excitement and optimism because of the many positive happenings within our Faculty. I am particularly thrilled because of the new faculty and staff who have joined our team. I am also pleased with our attempts to strengthen and increase our physical presence beyond Saskatoon and Regina. In many ways it now feels as though the Faculty is in a period of huge transition with loads of opportunities for renewal.

We said good-bye to Dr. Randy Johner and Vivian Haskins who retired at the end of June 2019. Randy continues to be involved with the Faculty because of her research activities. Her primary area of focus has been on disability issues and her departure has created a huge gap that we are endeavouring to fill. Vivian was with the Faculty for about 25 years and we relied on her for her historical knowledge of the evolution of the Saskatoon campus. Vivian filled numerous roles and was an academic advisor when she retired.

Our Search Committees have done a fabulous job of recruiting a strong team of new academic and non-academic staff to fill these departures. Dr. Charles Gyan, Dr. Michele Sorensen, Dr. Marlene McKay, and Dr. Amanda Gebhard accepted tenure track appointments and began their teaching with us this fall. Dr. Sorensen and Dr. Gyan are based at the Regina campus, Dr. McKay at the Saskatoon campus, and Dr. Gebhard at the Prince Albert campus. The University's commitment to flexible learning and distance delivery approaches has allowed us to use a wide range of technologies to enhance access for students throughout the province. The

decision to locate one position at the Prince Albert campus reflects our goal to ensure that students have greater access to face to face classes, in addition to other modalities such as televised, video-conferenced, and live-stream. We will host a limited number of face to face classes at the Prince Albert campus. We are also discussing offering a limited number of block courses in various northern and rural communities.

We were pleased that Carolyn Tran accepted the position of academic advisor with the Faculty. Carolyn did a fine job as our Saskatoon Campus Practicum Placement Coordinator and she will be missed in this role. Carolyn is a registered social worker. Her knowledge and experience will be a tremendous asset to students. We are in the process of hiring a new Practicum Placement Coordinator to be based at the Saskatoon campus.

Over the past several months, we engaged in a process of renewal of the Social Policy Research Centre (SPRC). Dr. Bonne Jeffery, the SPRC Director, took on leadership of this journey and did a tremendous job of engaging colleagues in reflections regarding the future of the centre. Dr. Jeffery will begin a sabbatical leave in January 2020 and Dr. Kara Fletcher will assume the position of SPRC Director at that time. I want to thank Colleen Hamilton who played a key role as Research Coordinator during the period of renewal. Colleen has retired from this role. We have completed the recruitment for a new research coordinator. An announcement will be made shortly.

The other important development in-



volves changes in the Dean's Office. I will be retiring from the University of Regina at the end of December 2019. Ina Kurtz, Executive Assistant in the Dean's Office, will be retiring in October 2019. We have completed recruitment processes to fill both positions. Dr. Cathy Rocke, who is currently an associate dean in the Faculty of Social Work, University of Manitoba, will begin her tenure as Dean of the Faculty of Social Work, University of Regina, effective January 2020. Donalda Kozlowski assumed the role of assistant in the Dean's Office effective September 9th. Prior to accepting this position, Donalda worked as the assistant in the Dean's Office, Faculty of Nursing. We are thrilled Donalda has agreed to join our team.

I want to thank all my colleagues for their support over the past many years. We are a small Faculty which has meant that colleagues, academic and non-academic staff, have had to step forward and take on leadership and service roles on many occasions. I particularly want to thank Ina Kurtz who has been an amazing support to me. I believe Deans survive and manage these jobs only if they have a good team around them. And particularly when they have an extremely competent assistant who is always willing to go the extra mile. I also want to thank our sessionals and community partners who regularly respond to our calls for help on committees, to supervise our students, and to provide feedback to us. Above all, thank you to Karen Wasylenska, Debb Fisher, and other colleagues at the Saskatchewan Association of Social Workers office who consistently support and respond to our requests to serve on committees. We have already begun to involve Dr. Rocke in University of Regina activities and conversations. I hope you will all take the time to call and welcome her when she officially starts in January 2020.

Accreditation: We submitted our accreditation self-study report in May 2019. Self-studies provide great opportunities for us to reflect on what we are doing well, on gaps, and on ways of strengthening our processes, policies, and curricula. This was a

learning experience for all of us. I want to take this opportunity to thank Dr. Raven Sinclair who was the lead in putting together this report and getting it submitted to CASWE's Commission on Accreditation. I also want to thank her assistant, Hanah Molloy, who also did superb work on this huge undertaking. The site visits will take place in the fall 2019 and we will be getting in touch with our various community partners and stakeholders so that you will be able to participate in meetings with the accreditation site visitors.

Final thoughts: Colleagues continue to be busy with their research projects.

Many of us find ourselves recognizing that we don't seem to catch up or finish unless we do some of the work during our vacation leaves. We are also still challenging ourselves to understand what it means to be "Indigenized"; or what "Indigenization" means. So the work of responding to the TRC Calls to Action continues. So, no, we don't have months of free time! But we do this work because we really enjoy what we do. Despite all the demands, I still want to encourage everyone to take time off from their paid employment, enjoy the end of spring and the summer months. Life is too short, we don't want to miss out on the fun.

Congratulations to These RSWs Who Convocated with their MSW in October 2019

Kimberly Troesch - Field practicum - *Feminizing the Spectrum: Raising the Awareness of Females with Autism Spectrum Disorder*

Carolyn Trân - Thesis - *Reading Between the Lines: A Critical Examination of Social Work Education in Việt Nam Through the Eyes of the Educators*

Meghann Sawatsky - Thesis - *Accessing Intimacy: The Experience of Younger Long-Term Care Residents*

Kathleen Rogers - Field Practicum - *Engaging Older Adults in Walk-in Counselling: A Field Practicum Report*

Olufunmilayo Olaniyi - Field Practicum - *Empowering Caregiving for Seniors Living with Dementia*

Christine Andres - Field Practicum - *Becoming More Trauma-Informed: An Exploration of Family Service Regina's Trauma Informed Practice*

Christina Anderson - Field Practicum - *Building Equitable, Culturally Safe & Trauma-Informed Health Care: Mending a Broken System*

Carla Mitchell - Research Practicum - *Phenomenological Exploration of Death Doula in Saskatchewan*

Shannon Hurley - Field Practicum - *The Critical Shift to Trauma-Informed Care for Prenatal and Childbirth Services in Saskatoon*

Patricia Dekowny - Thesis - *The Decision to Use Eye Movement Integration Therapy: Exploring Clinicians' Experiences through a Narrative Inquiry*

Brittany Blocka - Field Practicum - *Supporting Grieving Patients and their Families Within the Intensive Care and Palliative Care Units*

Practice Ethics Committee Update

Dr. Donalda Halabuza, RSW
Chair of the Practice Ethics
Committee

The Practice Ethics Committee welcomes two new members, Brandy Bayda and Kim Taylor. We lost a valuable member, Leann Keach due to her retirement in January and Erin Wasson who chose to be on another SASW committee. Presently we have 8 members and myself as the chair, however, one of Kim Lees members is currently in New Zealand until February 2020. At present our committee consists of Andy Field, Kim Lees, Crystal Giesbrecht, Leanne Thoroughgood, Morgan Avant, Brandy

Bayda, Kim Taylor and myself, Donalda Halabuza, as the chair. We continue to take turns writing up the consultations, but at times members unable to contribute to the discussion due to work commitments and travel, as such we often need to have a surplus of members so that we can still have viable discussions. We recently had a meet and greet meeting on August 19 but do not meet regularly. Consultations do not come in regularly, in that there are long stretches of time with no requests and then there are several requests within a span of a few days. In the future, we have decided to have telephone discussions especially when we are discussing more than

one consult.

Since the beginning of 2019, there have been five formal consultations and we assisted the Executive Director on two others. The consultations have involved dual relationships, boundaries, and limitations of confidentiality when client report illegal activity, mental capacity for children, elderly and those with complex medical needs. Many of our consultations involved more than one ethical concern. We were most pleased to have received the information from Haley A. Lingelbach, Lawyer at McKercher LLP* regarding whether social workers need to tell the police if a client reports illegal activity.

A Vision for Health and Justice for Everyone!

Jody Hanson, BSW, RSW

The SASW's Social Justice Committee has been up and running since our initial monthly meeting in mid-August. We are currently 40 members strong and representing the province's two major cities as well as such communities as Sandy Bay, Melville, and Swift Current; we even have one member from BC! The committee hopes to remain responsive to social work's advocacy pillar by engaging with our profession and our communities

on a social justice-based topic.

After much deliberation, the committee has decided to focus on health in the province. This is a very broad area and encompasses not only access and equity issues in healthcare, but also the broad topics of mental health and addictions. Members have noted the prevalence and devastating effects of crystal meth and opioids in their communities, and we are aware of the connections between these phenomena, poverty, and racism.

There are many directions in which the committee might engage with this massive topic. So far we have considered raising awareness both within the social work and broader communities, writing letters to politicians, increasing the committee's and the topic's presence on social media, starting a resource/reference website, conducting research, and adding our resources to existing projects and initiatives. We are just getting started, but we plan to highlight the importance of ensuring that all people have access to healthcare that is safe, equitable, and appropriate.

Thank you to long-serving Discipline Resource Pool Member ... Kathy Potts

Kathy Potts, RSW, has served with the Discipline Resource Pool since 2002. Kathy retired in October and is moving out of province.

Thank you, Kathy, for your commitment and contribution to the Discipline Committee and to the social work profession. All the very best in the next chapter!

In the meantime, whether you are a member of this committee or not, I challenge you to consider the importance of health to your clients. How are they affected by issues of access? Are there gaps in the system that exist for them? How solidly supported by the current healthcare system? How might we as a profession bring a commitment to social justice to all our work?

Regulations, Rules and Learning

By Ruth Ann Thomas, MSW, RSW
and Sheila Szakacs, BSW, RSW

In August, we, as SASW Council Members, had the privilege of attending the New Board Member Training sponsored by The Association of Social Work Boards (ASWB) in Alexandria, Virginia. ASWB is an excellent organization and can be an online support for every social worker, including you.

It was very interesting to realize that many of the different provinces and states are dealing with issues such as Saskatchewan. There was discussion around advocating for the profession along with an abundance of discussion about continuing education hours.

The big takeaway: Discussion about telephone counselling and or cyber counselling.

ASWB is very clear on the rules about cyber and telephone counselling. We were reminded of the importance of every single time you interact with your client who is not physically in front of you to determine client's location. This reasoning is two-fold:

1. Client's safety. If you need to send help (eg. suicide prevention team), you need the correct location and
2. For purposes of licencing, regulation and your professional liability insurance it is important to know the client's location.

The position of ASWB is very clearly stated, in that, you MUST be licenced in your location (province) and the location (province) where the client is. You need to ensure that your professional liability insurance also will provides coverage. ASWB is conversing with their members about how to tackle interjurisdictional issues at present.

If you are providing services to clients out of province or country, it is strongly encouraged that you check with the regulatory body in which the client lives to determine their licencing requirements, along with your insurance provider to determine any professional liability insurance issues.

SASKATCHEWAN PUBLIC WORKSHOPS Fall/Winter 2019-2020

CTRI

CRISIS & TRAUMA
RESOURCE INSTITUTE

COUNSELLING INSIGHTS CONFERENCE

WINNIPEG
March 5-6

Are you looking for support to be able to help the people you are working with? If so, we hope you will join other helpers, caregivers, and counsellors for two or three days of inspirational speakers and sessions. Learning from others in roles similar to your own is a key way of finding inspiration and guidance. Please visit our website for details.



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Autism—Strategies for Self-Regulation, Learning, and Challenging Behaviours

Regina: November 19-20

Mental Health Concerns in Children and Youth

Saskatoon: November 23

Trauma—Strategies for Resolving the Impact of Post-Traumatic Stress

Saskatoon: December 3-4

Dialectical Behaviour Therapy—Balancing Acceptance and Change

Regina: December 16

Trauma-Informed Care—Building a Culture of Strength

Regina: January 27; Saskatoon: January 30

Cognitive Behavioural Therapy—Tools for Thinking Differently

Regina: February 10; Saskatoon: February 11

Narrative Therapy—Tools for Exploring Stories

Saskatoon: February 12

Play Therapy—Tools for Helping Children and Youth

Saskatoon: March 2-3

Addictions and Mental Illness—Working with Co-occurring Disorders

Regina: March 9; Saskatoon: March 12

Harm Reduction—A Framework for Change, Choice, and Control

Saskatoon: March 13

Mindfulness Counselling Strategies—Activating Compassion and Regulation

Saskatoon: March 25-26

CTRI Workshops
are approved by
ASWB
(Association of
Social Work Boards)

Building Equitable, Culturally Safe, & Trauma-Informed Health Care: MSW Field Practicum

Christina Anderson, BA, BSW, MSW, RSW

The purpose of this practicum was to gain graduate-level experience and knowledge relevant to macro social work practice in areas focused on *health equity*, *cultural safety*, and the promotion of *trauma-informed principles* in a healthcare setting.

Before describing the unique, multi-disciplinary site in which my practicum took place, I'd like to draw your attention to the difference between **equity** and **equality**. Equality essentially means that everybody gets the same thing. Equity is like, "equality-plus."

For example, if we want equality, then everybody gets a bike because everybody deserves a bike. That should happen, right? However, equity says, you don't give everybody the same type of bike because not everybody is the same. For example, you have people who have no use of their legs, so you can't give them a bike with pedals. You have people of different heights and sizes and so forth. What you do then is you give everybody a bike, but you specialize the bike to fit their unique needs. That's what equity is. Equity is the adjustments that you make in equality that allows all people to benefit from the outcome.

We know that health care is often distributed in ways where people are left out. There are large and pervasive differences/disparities in people's health by place, socio-economic statuses, and by race and ethnicity. We cannot deny the impact that health disparities have on people and communities. *Equitable health care* ensures that the care provided does not vary in quality because of personal characteristics such as gender, ethnicity, geographic location, and socioeconomic status. The same is true for those of us practicing in education, justice and other settings. We ask ourselves, "What are my implicit biases?" and we try to consider multiple perspectives on issues and experi-

Equality



Equity



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ences and ask, “How might people who experience oppression describe their life in our community/society?”

Field Practicum Overview

My practicum was based in the Public Health Observatory (PHO), a small

munities, with our leadership teams, with our colleagues and neighbours. Inviting those with lived experience, for example, to our decision-making tables, to get their feedback or opinion on anything related to their care, can be transformative to someone’s experi-

2. Seizing any opportunity you have to receive and share the narratives about the structural barriers that your patients and clients face. Ask from a place of curiosity. Take the time to listen to and document those stories whenever possible.

“Equity is the adjustments that you make in equality that allows all people to benefit from the outcome.

department of Population and Public Health within the former Saskatoon Health Region. It is home to a range of professions with ninja-like keen minds and skills including: several epidemiologists, two information technology analysts, a researcher, a geographic information system (GIS) analyst, and one knowledge translation specialist (my field practicum supervisor). During the placement, I sought to 1) review and critically analyze SHA policy relating to patient engagement and health equity; and 2) explore and apply leading practices in promoting and supporting allyship, reconciliation, decolonization, and trauma-informed principles in healthcare settings.

Two projects emerged that I had the opportunity to be a part of: the delivery of a presentation for the managers and senior staff in the Population and Public Health Department titled *Building Trauma-Informed Teams*; and the second opportunity was to design and implement a small qualitative research project titled *Indigenous Experiences of Cultural Safety in the Saskatoon Health Region*. During what we referred to as a “storytelling project,” I heard about a range of social challenges and feelings of psychological un-safety of Indigenous women. They recalled experiences in health where they felt culturally unsafe — in that their culture, race or ethnicity was perceived to have negatively impacted their care.

This was an incredibly humbling experience which resulted in a deeper appreciation of how important it is that we receive, document and share stories in a way that connects with com-

ence. Fortunately, there is a growing movement to do this in healthcare and other settings and it has been making a considerable difference.

Bring an equity and narrative lens to your work

Reflecting on this practicum, two main messages emerged: 1) social workers can be assured that we are already doing health equity work, but there is more to do, and 2) there is a wealth of tools that can support us in this work. Many of these tools can be adapted for our local context, too (not just healthcare). When it comes to utilizing an equity lens in your workplace there is no “one size fits all.” Every workplace can develop customized measures to track what they are doing in this area. Some examples of equitable social work practice include:

1. Remaining focused on equitable treatment, not just equitable outcomes.

3. Understanding history and the ongoing impacts of the historical oppression and trauma. Start from the premise that we have – and are – doing harm.

4. Repairing relationships and rebuilding trust; particularly with people who have been harmed most from past and ongoing harms caused/facilitated by social workers.

Christina Anderson is a white settler living on Treaty 6 Territory. She is still learning and unlearning what that means while practicing how to listen. She has been employed with Mental Health & Addictions Services in Saskatoon for over a decade. It took her five years to finish the MSW program and she would not have done that any differently as it provided for optimal balance while raising two small boys.

Submissions Welcome!!

Are you developing a new program or service or wish to highlight programs in your workplace? Are you involved in a community initiative that other social workers might be interested in knowing about? Submissions are always welcome for our newsletter. Just e-mail your article to sasw@accesscomm.ca.

Best-Practice(s) in Client-Centred Service(s) for Those Experiencing and Using Intimate Partner Violence – Research Practicum with Family Service Regina

Bronwyn Wyatt, RSW

After two decades in the field of crisis intervention, which included emergency child protection, domestic violence, suicide intervention, and trauma event response, I realized my own social work practice was missing meaningful impact on the societal problem of Intimate Partner Violence (IPV). Social work intervention in IPV can be more than rescuing victims and punishing offenders, because social workers have the potential to impact both services and dialogue of Intimate Partner Violence. This influence includes the ability to challenge societal and professional perceptions of those who use violence against their partners as unsuitable or undeserving of services and also to ensure that treatment options are available and effective. With this in mind, I approached Family Service Regina (FSR) to complete a research practicum to meet the requirements of the University of Regina Master of Social Work program.

Research indicates there are different subcategories of individuals who use Intimate Partner Violence based on their personal characteristics, past experiences, and current psychopathy. While no agreed upon standard exists, both Johnson's (2008) and Holtzworth-Munro & Stuart's (1994) typology theories are well-respected, commonly utilized, evidence-based typologies outlining characteristics common to certain users of IPV. Further research indicates that interventions are more effective when tailored to meet the particular needs of each subtype (Armenti & Babcock, 2016; Gondolf, 2012). While

generic forms of IPV intervention work moderately well for low-risk, low-level, motivated users of IPV, with those for whom IPV treatment does not work, they often do not complete treatment, or the treatment they do attend may make them more violent or more effective at coercion and control (Banks, Kini, & Babcock, 2013; Camaranesi, 2016; Gondolf, 2012).

During my research practicum, I completed a scoping review and analysis of best-practice risk assessment tools used to identify typologies of IPV users, researched and reviewed literature regarding typology theories, and identified prevailing intervention treatments. Additionally, my research evaluated current practices of IPV risk assessment throughout all Family Service Regina service programs and provided research groundwork for future agency endeavours regarding the engagement and service of IPV users.

Common themes identified in my research included the impact of language to include or exclude, thus my use of individuals who use IPV rather than abusers; the necessity for purposeful risk assessment tools that are seamlessly incorporated with informal risk assessment skills of clinicians; and interventions that move from victim-centred (providing service to someone) to client-centred in a concerted effort to ensure that services are provided in anti-oppressive, trauma-informed ways that engage clients to be participants in their own growth. Finally, my report provided recommendations to encourage continued use of person-centred language, to incorporate understandings of typologies of IPV to

inform interventions, and to pair best-practice, evidence-based assessments and interventions, such as Motivational Interviewing, Solution-Focused Brief Therapy, and Narrative Therapy, with family-centred mission and values for which Family Services Regina stands.

References

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News Briefs

Be a Champion!

The Public Relations Committee is planning a new campaign for Social Work Week 2020. The campaign will promote the value of social work to the public. In order to do this we need social workers from diverse fields of practice to talk about the important work you do. Be a champion and volunteer!! To volunteer or for more information, e-mail ed.sasw@accesscomm.ca

Saskatoon Branch - Volunteers Wanted!

We are currently looking for a chair of our social justice committee! This is a self-directed position to involve the Saskatoon membership in social justice. If you are interested or want to be apart of it, please email saswsaskatoonbranch@yahoo.com.

We are also looking for RSWs to be involved in our mentorship program. Have you been working as a social worker for a few years? Are you interested in supporting future social workers? If you are involved in being a mentor, please email saskatoon.sasw.mentorship@gmail.com



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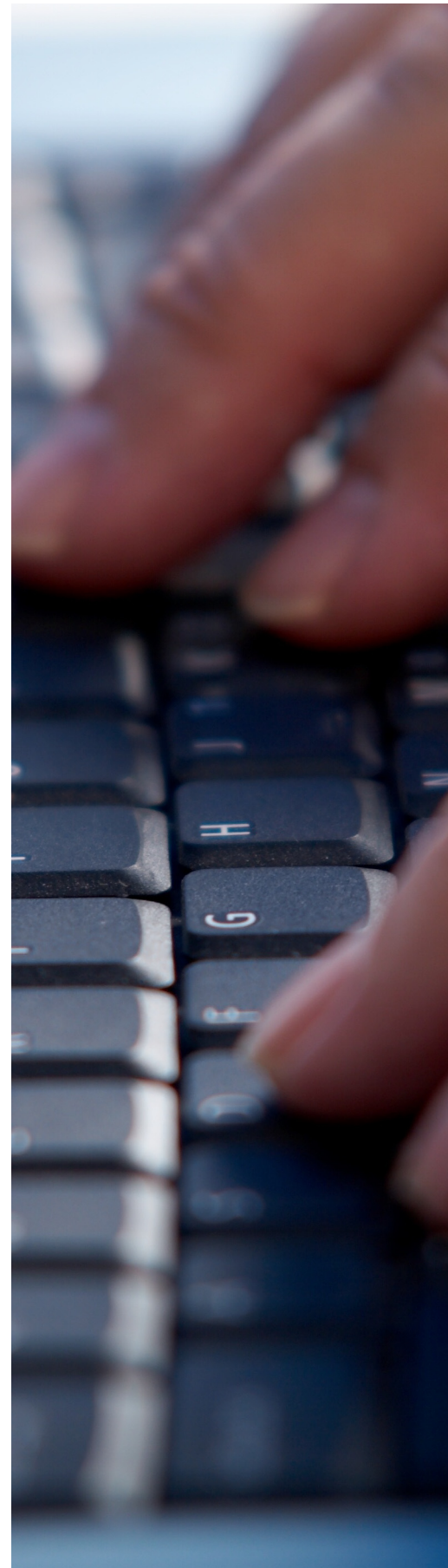
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306-694-4744

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Retirement Community**
102 Wellman Cres, Saskatoon
306-974-7990

**Yorkton Crossing
Retirement Community**
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306-782-0005

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More News Briefs...

Contributions Welcome

Contributions to our newsletter are welcome anytime. Please feel free to share information from books you've recently read, interesting project you are working on, or any other item you think the membership might be interested in. Please send your articles and ideas to sasw@accesscomm.ca Deadline for the next newsletter is **December 31, 2019**, for the **February 2020** issue.

CASW/BMS Scholarship fund

The Scholarship Fund is an opportunity for RSWs and Student Members to access funding for educational opportunities, including conference registration costs. Information is available on the SASW website, check under Members/Member Information/Awards and Scholarships.

Need More CPE?

Check out the CASW webinars, easily accessible from the CASW website at casw-acts.ca/en. There are many one-hour webinars on a variety of topics to choose from.

Educational Opportunities

Canadian Association for Play Therapy (CAPT) is proud to present the training schedule for 2019.

For more information about specific workshops and registration please visit <https://cacpt.com/workshops/>

2-Day Intensive: Trauma and Attachment Across the Lifespan Tools and Strategies to Address Complex Clients

Presented by Eboni Webb, Psy.D., HSP
Monday, November 18 to Tuesday, November 19, 2019
Saskatoon, SK
<http://www.jackhirose.com/workshop/trauma-and-attachment/>

Autism - Strategies for Self-Regulation, Learning, and Challenging Behaviours

CTRI Crisis & Trauma Resource Institute
November 19-20, 2019
Regina, SK
Email: info@ctrinstitute.com | Toll-Free: 877-353-3205
Website: <https://ca.ctrinstitute.com/workshops/autism-strategies-for-self-regulation-learning-and-challenging-behaviours-regina-nov-19-2019/>

Mental Health Concerns in Children and Youth CTRI Crisis & Trauma Resource Institute

November 23, 2019
Saskatoon, SK
Email: info@ctrinstitute.com | Toll-Free: 877-353-3205
Website: <https://ca.ctrinstitute.com/workshops/mental-health-concerns-in-children-and-youth-saskatoon-nov-23-2019/>

Trauma - Strategies for Resolving the Impact of Post-Traumatic Stress

CTRI Crisis & Trauma Resource Institute
December 3-4, 2019
Saskatoon, SK
Email: info@ctrinstitute.com | Toll-Free: 877-353-3205
Website: <https://ca.ctrinstitute.com/workshops/trauma-strategies-for-resolving-the-impact-of-post-traumatic-stress-saskatoon-dec-3-2019/>

Dialectical Behaviour Therapy - Balancing Acceptance and Change

CTRI Crisis & Trauma Resource Institute
December 16, 2019
Regina, SK
Email: info@ctrinstitute.com | Toll-Free: 877-353-3205
Website: <https://ca.ctrinstitute.com/workshops/dialectical-behaviour-therapy-balancing-acceptance-and-change-regina-dec-16-2019/>

The 9th International Research Conference on Adolescents and Adults with FASD: Review, Respond and Relate - Integrating Research, Policy and Practice Around the World

April 22-25, 2020
The Hyatt Regency, Vancouver, BC, Canada
Website at <http://interprofessional.ubc.ca/initiatives/fasd2020/>
Email: marketing.ipce@ubc.ca