



# Saskatchewan Social Worker

NOVEMBER 2022 | Volume 33 | Number 3

## Social Work Over the Next 60 Years

By Janet Tzupa

I proposed a large question to the membership body early in October. What might the next 60 years of social work look like in the province? It is certainly a massive question, which made it hard to answer. Reflecting on the feedback and discussions, there is a common thread that is connected to many of the concerns and issues raised – the importance of community: building and creating safe spaces for connection and healing.

Within our province and country, we certainly cannot heal or create communities without working towards reconciliation and following through on the calls for Truth and Reconciliation. How might our work change as we reflect on the harms caused by our profession amid “good intentions”? In order to do this work, we all need to actively and eagerly listen and learn how to move forward in a good way. As part of this, we will need to explore how to change our work to nourish and preserve families to prevent further harms.

The importance of community connects to many other important threads of building safe and inclusive spaces and networks. This will include ensuring individuals have

access to affordable and accessible housing, support services to meet physical, medical, and mental wellbeing needs, spaces to feel connected to other people and to feel a part of something bigger, spaces for healing, and spaces for validation.

Building communities will include more than physical and in person spaces. Community building and access to services will need to include outside of the box thinking. How do we connect to people in rural areas? How do we ensure people who are separated by physical distance can still feel supported and connected to a community? During the pandemic, we were challenged even further in this regard with isolation and limiting gatherings leading to further fragmentation. This also led to new and creative ways to connect. We have seen an increase in virtual services; however, this comes with its own set of challenges. As we move forward, we will need to explore this balance between virtual and in person services to ensure our services are creative, adaptive, and person centred to be ideal for the members of our communities.

Another important aspect of building safe and welcoming communities will entail a

*“The importance of community connects to many other important threads of building safe and inclusive spaces and networks.”*

focus on the end of violence. Our province remains with the highest rate of intimate partner violence within Canada. What role can our profession play in addressing violence within families and couples? What are the considerations we need to have for different family structures and dynamics? How do we ensure safety across the generations within families and communities?

I recognize I have shared but a tiny glimpse into the future of our profession as well as considerations we may need to explore. I would encourage each and everyone of you to consider the role you play in the present and future of our profession. Is there a need that can use attention? Is there something you need to learn, to unlearn, or to relearn? What do you see your future role as and how will it help to shape the future of our profession and the next generations of social workers?

Here's to the next 60 years! May we find ways to support one another and to build communities of support for one another as well as those we serve.

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# Saskatchewan Social Worker

*The Saskatchewan Social Worker* is published by the Saskatchewan Association of Social Workers.

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## PRESIDENT'S MESSAGE

# Set Health Boundaries and Selfcare

By Brenda Schock

**A**s I sit down to write my second President's message, we have made it through Halloween, Remembrance Day is around the corner, and as of today there are 8 Sundays until Christmas. A friend said they were contemplating contemplation of preparing for Christmas. All of this brings to mind the issues we can face in a week. Being bombarded with a barrage of things from main stream media and social media sources highlights the amount of information any one of us can be exposed to daily. Two things come to mind: setting health boundaries and selfcare. As social workers we can have one without the other.

In our daily work we support individuals who need to access systems to survive. It can be tempting to set our personal needs and our family's needs aside as we attempt to maintain a work life balance. I recall early in my career trying to balance a 12-hour day, 5 days a week, while raising 2 young children. It wasn't easy. There were constant phone calls after work hours from facility staff seeking support for themselves or families in crisis. Sometimes the system functioned and other times it did not. I was constantly called away from my family to support other families who faced challenges they could not navigate alone.

I thought I was "managing" the demands effectively until one of my children asked why I was always working. I chose to do 2 things that day: 1. Set clear boundaries for office hours and clinical hours; 2. I sought alternative employment that would afford the ability to sustain a healthy work life balance. But that was only the first step toward demonstrating what I had been promoting with clients and families.

When we are faced with uncomfortable situations our intuition may be alerting us boundaries may be challenged. This is an opportunity to stop and reflect on some key elements surrounding setting healthy boundaries within our work and personal lives. It is important to evaluate if we have taken on too many responsibilities to remain effective. It is important to consider if our personal values and beliefs are being compromised. It is taking the time you need to rest and replenish your energy so you can live the life you desire. If you observe any of these happening in your life it might be time to consider stepping back to reflect on your current self-care practices. Remember, self-care is more than preventing burnout.

Self-care is not an option. It is something everyone should attend to. What does

self-care look like for you? Take a moment to reflect upon what is important to you. What you value can often motivate what you choose for self-care. If you choose connection, relationships, and time with family and close friends might be part of your self-care. If you value hobbies and leisure you may choose to participate in a community art class or yoga session. Self-care can be anything restores your energy and reinvigorates you.

Setting health boundaries and engaging in activities of self-care make up self-love. As social workers we are engaged in work that requires us to give an abundance of time and energy to our work and those we serve. If we do not take the time to set healthy boundaries and engage in acts of self-care, we put ourselves at risk of running on empty and becoming apathetic.

As we go into the holiday season and contemplate our contemplation for preparation

remember to remember November 11. Remember to unplug from different sources of media. Remember to set healthy boundaries. Remember to take the time for your self-care. Remember your self-love.



## New Staff at SASW

We welcome Coleen Beaudry, Office and Registration Co-ordinator, who started with SASW in early September 2022. Coleen is quickly learning the online registration system, having started close to renewal time, and is easily fitting into the office co-ordination role. Coleen is in the office daily from 9-4.



## EXECUTIVE DIRECTOR'S MESSAGE

# Looking Back

By Karen Wasylenka, MSW, RSW

December 1/22 marks the 60th Anniversary of SASW being incorporated into an association. Who would have thought that the approximately 80 members (in 1963) would become over 2,600 in 2022? SASW has gone through many changes since those early days where there was no office, no staff, no computers, no cell phones! And yet, our goals and values have remained true - promoting the profession, supporting social workers, and advocating for social change. We have been enjoying digging through some old newsletters, dusty files, and pictures in the office as we reflect on the work of those before us. We have early AGM minutes and Council meeting minutes, and

we hope to be able to share some of this material in some way during the next year. There are pictures from conferences and meetings - many with food involved and happy smiling faces!

appreciate the dedication and commitment of those members who served in the past. Today, SASW still has a small staff, and we rely on our member's support to get the work done. Our members continue to work very hard on many committees.

*“People must know the past to understand the present, and to face the future.”*  
- Nellie L. McClung

We are planning some celebrations in the spring of 2023, which will be an opportunity to reminisce and perhaps identify who is in the pictures. We also welcome any long-term members to share with us any memories or information you might have. Watch for more information.

For many years, all the work of our association was done by volunteer members. I well

As fall comes to a close, I wish you a happy holiday season and the best in the new year.

*January 2002 Council Meeting*



*Previous Office  
2341 McIntyre St.  
← Regina*



*June 2002  
Advisory Board*



## DEAN'S MESSAGE

# Check out These New Programs

By Dr. Cathy Roche, Dean – University of Regina, Faculty of Social Work

**H**ello to all SASW members from the Faculty of Social Work at the University of Regina! This Fall term the university has largely moved back to normal operations post pandemic which is demonstrated with our hallways now bustling with students. The Faculty of Social Work also returned to teaching several of our classes face to face and it has been wonderful to see students, staff, and faculty in person!

This past summer saw the return of the Faculty of Social Work Prairie Beginnings: Refu-

gee Settlement Program. Originally starting in 2016, the program was scaled back in the past two years due to the pandemic. This past summer the program was delivered in person and welcomed children fleeing the war in Ukraine along with other refugee children. Several local news reports highlighted the benefit of the program and the faculty is hoping to expand the program to our Saskatoon campus next year.

The Faculty of Social Work – Social Work Student Society has created a new podcast entitled Social Work Beginnings with the stated goal to “amplify the on-going work

to advance social justice in Canada within social work”. Social Work Beginnings is a “student hosted podcast engaging with instructors, agencies and members of the social work community in Canada”. The inaugural podcast included an interview with SASW member Ellen McGuire and can be found at <https://www.swss.ca/2022/10/04/social-work-beginnings-podcast-episode-1/>. The Social Work Student Society hopes to develop a podcast monthly. This is an exciting new venture by our fantastic students and well worth checking out!



### Congratulations to our Fall 2022 MSW graduates:

**Patrick Egan**

Field Practicum: Implementing Aspects of Trauma-Informed Care in Psychoeducational Groups for Psychiatric patients in Acute Settings: Social Work

**Irene Forchheh**

Field Practicum: Clinical Counselling at the Caring Place in Regina: A Field Practicum Report

**Heather Kernohan**

Field Practicum: The Power of the Therapeutic Relationship: A Field Practicum Report

**Kimberly Larson**

Research Practicum: Treatment of Compassion Fatigue with Internet-Delivered Cognitive Behavioural Therapy

**Amanda Mihalicz**

Thesis: Phenomenological Study of the Maternal Experiences of Women with Schizophrenia.

**Nina Nyalowo**

Field Practicum: Rainbows and Roadblocks: A Counselling Journey at Ehrlo Counselling Services

**Pamela Reimer**

Research Practicum: Trauma-Informed Perspective to Address Homelessness Youth Experience after Aging Out of the Foster CareSystem in Saskatchewan

**Andrea Rhodes-Reilly**

Field Practicum: A Practicum Counselling Experience at Family Services Regina

# Community Spotlight

## Regina Early Learning Centre – Kids First Program

By Chelsey Ogunbor



**K**ids First is a home-visiting program offered in our community to develop parenting knowledge, provide support, and build on family strengths. This program has the goal of achieving optimal health in children. The program is offered for pregnant women, until their children are of three years of age. Kids First focuses on child development, parent-child relationships, and parenting skills.

There is a Family Wellness Team that provides training, consultation, reference material, and ongoing support to KidsFirst Regina staff, home, and families.

Home Visitors provide information on child growth and development, housing, food security, new ways to play with your child, problem-solving, coping skills, specialised services for families, positive parent-child relationships, child care, and early learning opportunities for you children. Home Visitors provide support on difficult issues, family goals, plan for your family's future, and meet other parents.

### Programs offered at Regina Early Learning Centre:

- **Early Years Family Resources Centre**  
Offers free programs and parenting services.
- **Regina Perinatal Health Network**  
Offers treatment for Perinatal Mood & Anxiety Disorder, Postpartum Depression, and anxiety disorders.
- **Preschool Program**  
Offers classroom programs, parent – child events, and home visits.
- **Kids First**  
Provides knowledge, support, and home visits.
- **Family Outreach**  
This is a parenting and literacy program.
- **Parents as Teachers**  
This program offers regular visits from a qualified parent educator, annual development screening, and referrals to other services and/or programs in the community.
- **Triple P – Positive Parenting Program**  
Offers parenting strategies seminars, books, and individual sessions.

# DISCIPLINE DECISION

## *Michael Schulhauser*

A hearing of the Discipline Committee of the Saskatchewan Association of Social Workers ("SASW") pursuant to Section 28 of The Social Workers Act was conducted virtually (via Zoom) on June 6, 2022 with respect to a complaint against Michael Schulhauser of Regina, Saskatchewan.

Following an investigation by the Professional Conduct Committee, Michael Schulhauser was charged with the following:

1. On or about June 20, 2021, while [the Member] was employed as a social worker with the [REDACTED] and working at the [REDACTED] [he]:
  - a) Used inappropriate, disrespectful, and unprofessional language with a patient of the [REDACTED].
  - b) Used inappropriate and unprofessional language in communicating with another [REDACTED] employee.

The parties submitted an Agreed Statement of Facts to the Discipline Committee. The Discipline Committee accepted the guilty plea provided by the Member in the Agreed Statement of Facts in relation to the charges contained in the Formal Complaint.

### **Penalty**

The Discipline Committee made the following order dated June 28, 2022:

"...The Discipline Committee of the Saskatchewan Association of Social Workers therefore finds Michael Schulhauser guilty of professional misconduct and, pursuant to section 29 of The *Social Workers Act*, orders that:

1. Michael Schulhauser is hereby reprimanded.
2. Michael Schulhauser shall at his own cost, within six months of the date of this decision, confirm to the Registrar his successful completion of two courses, acceptable to the Registrar, addressing the following topics:
  - (a) trauma informed counselling and therapy; and
  - (b) compassion fatigue, how to recognize it, and ways to respond.
3. Michael Schulhauser shall pay costs to the Association in the amount of \$2,000 on or before December 6, 2022.
4. If Michael Schulhauser fails to comply with paragraph 2 or 3 of this Order within the time required, his licence shall thereupon be suspended until he is in compliance.
5. A digest of this decision shall be published in the Association's newsletter and on the Association's website."

## SASW Cultural Humility and Decolonizing Social Work Gathering

Save the date **October 20, 2023**

More information to come - visit the  
SASW website **[www.sasw.ca](http://www.sasw.ca)**



# Consider Serving on SASW Council

## What is the role of Council?

- Define the results to be achieved by SASW.
- Develop, implement and evaluate governance processes.
- Hire, monitor and evaluate the results of the Executive Director.
- Define the operating parameters/decision-making scope of the Executive Director.
- Define through policy and by-laws the operating parameters of the organization regarding registration, operations and personnel management.

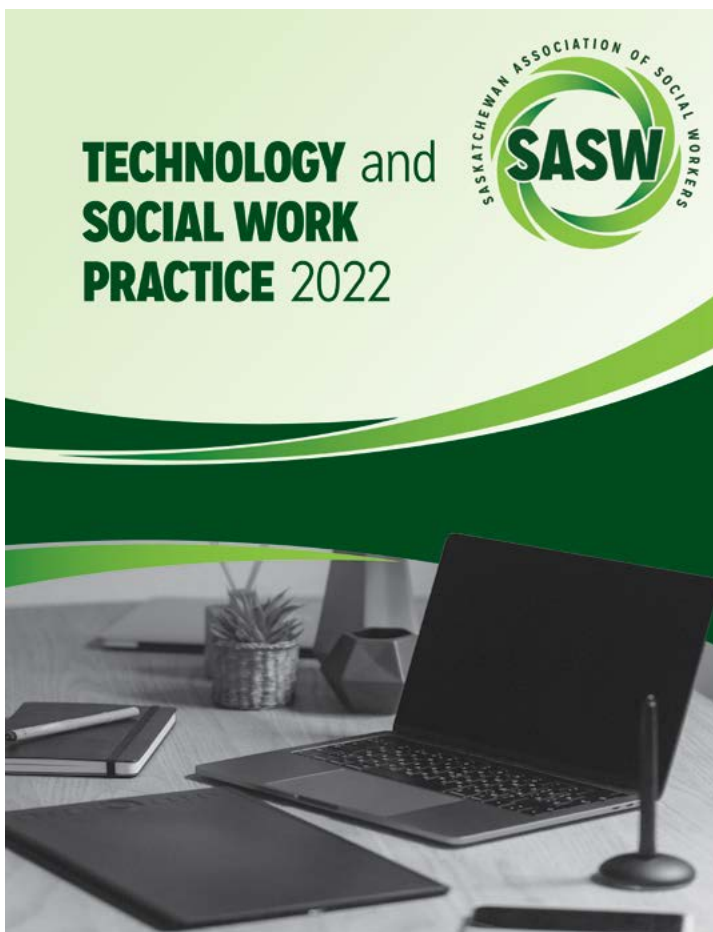
## What is the time commitment?

- Council meets approximately 6 times per year

## What positions are open in Spring 2023?

- Incoming President
- Treasurer
- Member at Large (2)

*Nomination forms and information are on the SASW website or can be obtained from the SASW office - [info@sasw.ca](mailto:info@sasw.ca)*



## Technology and Social Work

In today's practice landscape, social workers have access to many tools to better engage with the people they serve. Social workers and clients use technology to access information, learn, and engage with their communities. The use of technology has the ability to transcend many barriers that people experience while accessing social work services, like mobility and geography, making it an appealing medium for social work practice. Technology has become so common that it may be taken for granted the level of skill and consideration that social workers need to employ to use it in the interest of the client, while mitigating risk.

SASW's Standards of Practice Committee has developed a new guidance document "Technology and Social Work Practice". This document is grounded in the CASW Code of Ethics (2005) and Guidelines for Ethical Practice (2005) as well as the SASW Standards of Practice for Registered Social Workers in Saskatchewan.

While technology and social media present a different forum for building connections and for sharing information, the ethical issues remain the same and ethical principles and standards must equally apply.

This new guidance document is posted on the SASW website in the Members Section, under the Guidance Documents tab.





# What does Reconciliation Mean to You?

*Reprint from Nov 2021*

By Dolapo Onidare, RSW

As a Mental Health Clinician for Children and Youth, working in a northern community of Lac La Ronge, Saskatchewan, this question, "What Does Reconciliation Mean To You?" keeps ringing in my head. I had no choice than to take a couple days to reflect on it. No matter what profession you are doing right now, I will urge everyone to also reflect on this question. Reconciliation is everyone's responsibility, not just the government and policy makers. In fact I had asked some Social Work students who I know, to reflect on this in one of our zoom conversations on the week of September 27, 2021. The conclusion of the zoom meeting was about graduate Social Work students wishing they had known about Indigenous Peoples history earlier than later.

For the first time in history, Canada declared the National Day for Truth and Reconciliation, which was first observed on September 30, 2021. While there is so much controversy surrounding this National Day which is also known as the "Orange Shirt Day," let us not forget the HISTORY and PURPOSE. This is an important conversation because I have seen social media bullying that is targeted to people who are not wearing an orange shirt or where they chose to get their orange shirt from. I know people want to purchase from local sellers that will potentially donate some profit for Indigenous cause. No one should ever make gain from Indigenous Peoples' history! I have also seen controversial social media comments about why some workers get the national day as a statutory holiday and not others. Please let us not forget the history and purpose! Let's use the day annually to reflect on the experiences of Indigenous Peoples and then ask yourself, have things changed or is it still the same? Is history repeating itself?

This national day should be more than the statutory holiday either paid or unpaid, it should be more than the orange shirt, it should be about bringing more change in various levels, and more actions as addressed in the Truth and Reconciliation Commission of Canada (TRC, 2015). The purpose of this national day is to "honour the children, survivors, families, and communities affected by residential schools" (CBC News, 2021). I did not learn so much about Indigenous history until university and I believe this is not appropriate, I am hoping that this is changing. As a Black immigrant woman, with almost similar history of colonization and slavery, I reflected on my experiences as a child and I must confess that, what Indigenous Peoples experienced in the past and continue to experience in the present.

# A GLANCE BACK 60 YEARS OF HISTORY

*Annabel Ak*

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS

September 17, 1964

PRESS RELEASE

The Board of Directors of the Saskatchewan Association of Social Workers in a letter to the Honorable Dave Hault, Minister of Social Welfare and Rehabilitation, on September 16, 1964, expressed their concern over the general lack of residential treatment facilities for emotionally disturbed children in Saskatchewan. They pointed out that with the closing of Embury House there will be an almost complete lack of such facilities and immediate and detailed study to this matter to determine for specialized residential treatment facilities for emotionally disturbed children. The Association has offered its assistance in carrying out such a study and in the consideration of what facilities can be provided.

The Saskatchewan Association of Social Workers is an organization with a membership of over 1100 registered and professionally trained social workers in the province, all concerned with encouraging high standards of practice and the furthering of the best interests of those requiring social work and the profession.

The Association is of the opinion that the closing of Embury House has left the emotionally disturbed children in this residential treatment center were not cared for in their own homes or in foster homes. Emotionally disturbed children are almost never treated in a treatment center unless they can not be handled in their own homes. As is the case with emotionally disturbed children, it is at which some type of institutional care is required. It is to be any hope of recovery for these children in a residential setting. The general lack of residential treatment facilities for emotionally disturbed children is a handicap to all social workers where severe emotional handicaps will be encountered.

← Press Release:  
A Letter to the  
Minister of Welfare  
and Rehabilitation  
1964

BYLAWS  
of  
SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS  
(Adopted November 24, 1962)  
Revised May 1, 1965

ARTICLE I  
Name

The name of the Society shall be known as the Saskatchewan Association of Social Workers, hereinafter referred to as the Association.

ARTICLE II  
Objects

The objects of the Association are:  
To promote, develop and sponsor activities appropriate to the strengthening and unification of the social work profession.  
To encourage and assist in the development of high professional standards among its members.  
To promote the well-being and development of its members as professional social workers.

ARTICLE III  
Branches

The objects of the Association shall be achieved through existing branches of the Canadian Association of Social Workers in Saskatchewan or through the formation of new branches in unrepresented areas. Each branch shall elect officers, may elect a committee for its affairs, and may maintain an office in any area. In any area there must be at least five persons who indicate their desire to form and

## 1992 REGISTERED SOCIAL WORKERS IN SASKATCHEWAN



SASKATCHEWAN  
ASSOCIATION OF  
SOCIAL WORKERS

SASK. ASSOC. OF SOCIAL WORKERS  
226 - 408 BROAD STREET  
REGINA, SASK. S4R 1X3  
Ph. 545-1922 • Fax: 545-1895

EXECUTIVE

- President: Pat MacKenzie
- Vice-President: Doris Grant
- Past-President: Linda Wacker
- Registrar: Brenda Andreas
- Treasurer: Stephen Christensen
- Secretary: Deborah Heenan
- Member-at-Large (N): Carol Cohen
- Member-at-Large (S): Mike Lipka
- S.A.S.W. Office Manager: Marlene Hicks

SOCIAL WORK DECLARATION

- As a member of the profession of social work I commit myself to fulfill to the best of my ability the following obligations:
1. I will regard the well-being of the persons I serve as my primary professional obligation.
  2. I will fulfill my obligations and responsibilities with integrity.
  3. I will be competent in the performance of the services and functions I undertake on behalf of the persons I serve.
  4. I will act in a conscientious, diligent and efficient manner.
  5. I will respect the intrinsic worth of persons I serve in my professional relationships with them.
  6. I will protect the confidentiality of all professionally acquired information. I will disclose such information only when properly authorized to do so.
  7. I will assure that outside interests do not jeopardize my professional judgement, independence or competence.
  8. I will work for the creation and maintenance of workplace conditions and policies consistent with the standard of practice set by the Code of work profession.
  9. I will act to promote excellence in the social work profession.
  10. I will act to effect social change for the overall benefit of humanity.

Inquiries:  
The Registrar - 3904 Dewdney Avenue  
Regina, Sask. S4L 0Y6  
522-1511

Social Work  
Declaration  
1992 →

By Law  
Revisions  
May of 1965

*Editorial:  
Pro-life / Pro-choice  
Debate 1988*

**Editorial**

The recent Supreme Court decision which ruled that the Criminal Code provisions on abortion are in contravention of Section 7 of the Charter of Human Rights and Freedoms, has had massive ramifications on social workers, on both a personal and professional level, is still to be determined.

Joe Dufour, a member of the Editorial Board and a Professor of Social Work at the University of Regina, offers the following insight into this issue.

the pro/choice life debate freely, for the pregnant woman, is no debate. her well-ness toward abortion social workers her.

Social Workers as citizens enter as is their right. On the issue and professional services to being is primary. Whether, in or toward completing the pro/ must employ all their knowl-

The crunch in the abortion social and scholastic, if they carry their child, the crisis of murder, of life. For us, as essence. All arguments, if we cannot assure the her dignity as a person, housing, health care,

No debate exists their abortion if women who are poor

**NEWSLETTER**  
Box 4024, Saskatoon S7K 3T1

Registered Social Workers in Saskatchewan December 31, 1976

Outside Province - 8

Winter

**INSIDE**

C.A.S.W.  
: Board of Directors Meeting Report  
: Adoption Draft

S.W.  
: President's Report  
: Candidates Licensing Conditions  
: S.A.S.W. Structure  
: Continuing Education

Northern Saskatchewan - 9

North Battleford  
Prince Albert (15)  
Helfort (15)  
Saskatoon (2)  
Yorkton (7)  
Law, Regina (65)  
Weyburn (16)  
Estevan

**THE SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS**

*Communications  
to Registered  
Social Worker  
1976*

*Historical  
Newsletter  
(date unknown)*

**NEWSLETTER**

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**Announcing GOOD NEWS**

MASS MEDIA

CENTRAL AMERICA  
El Salvador, Nicaragua

69. Do you consider your job a career?  
a. No  
b. Yes

great... empathy

REGULATION OF PRACTICE  
ORAL HISTORY PROJECT  
VISIT TO NICARAGUA  
NOTES OF INTEREST  
SURVEY

# SASW Regina Branch

By Trista Kuntz

We are pleased to announce that we now have an SASW Regina Branch! Your executive members are Quinn Wilton and Trista Kuntz as Co-Chairs; Shaun Silzer as Treasurer; Sarah Jones as Secretary; Jennifer Audette, Alida Moffat, and Kerri Hutchinson as Members at Large and Victoria Baht as our Student Representative.

Please join us on our private Facebook group by searching SASW Regina Branch! Your Regina Branch Executive hopes to build a strong network of social workers in Regina and surrounding area by providing an avenue for advocacy, support, resource sharing and mentorship. Watch social media for announcements about upcoming events and opportunities! We are looking for more Members at Large to join our team - if you are interested in learning more please reach out to any of your executive members via facebook!



## Education Committee Recommendations for CPE 2023

The Saskatchewan Association of Social Workers (SASW) Continuing Professional Education (CPE) policy establishes the requirements for completing annual CPE hours by registered members which is intended to increase individuals' knowledge and professional competence. Members are encouraged to seek out learning opportunities that are thoughtful and appropriate to their field and address the learning needs which are the basis for engaging in CPE.

The Education Committee strongly recommends members complete CPE that renews their learning and commitment to Truth and Reconciliation and builds competence related to the Code of Ethics. The Education Committee has compiled resources in these areas for members to access on the SASW website.



# SASW Distinguished Service Award

Do you know of someone who has made an outstanding contribution in an area of social work in your community? Does this individual uphold a level of dedication to the profession that is highlighted in a meaningful contribution to the individuals and groups they serve, while contributing to the good of social work in the province? We invite you to submit a nomination for the SASW Distinguished Service Award by March 15, 2023.

## Educational Opportunities: Free Webinars

- SASW members can register for upcoming CASW webinars and view recordings of past webinars  
[www.casw-acts.ca/en/webinars/all](http://www.casw-acts.ca/en/webinars/all)
- National forum on education equity for kids in Care Free Webinar Series  
[www.equityforkidsincare.net](http://www.equityforkidsincare.net)
- Crisis and Trauma Research Institute Free Webinars  
[ctrinstitute.com/free-webinar](http://ctrinstitute.com/free-webinar)

Watch for ongoing SASW Speaker Series. Webinar links are emailed to members.



## New Authorized Practice Endorsement Approved

Congratulations to Elliott Field, RSW, of Saskatoon who recently completed the requirements for Authorized Practice Endorsement! At present, there are now 6 social workers in Saskatchewan with APE designation.

## Wondering about Liability Insurance?

Through CASW, BMS Insurance provides liability and other insurance for members of SASW at a reasonable cost. SASW recommends that all social workers have their own liability insurance. Visit the CASW website for more information.

## Newsletter Contributions

We are interested in readers' stories, thoughts and ideas, letters to the editor, pictures and current events. The Board reserves the right to reject any article as well as edit submitted material. Publication does not imply endorsement by the Saskatchewan Association of Social Workers. Printed materials represent the views of the contributors and do not necessarily reflect the view/policies of the Association.

Please send your articles and ideas to [membersupport@sasw.ca](mailto:membersupport@sasw.ca).

# Allyship is and Allyship is not!

*(My Black views about Allyship which were inspired by questions asked to me by my White Colleague)*

By Florence K. Mudzongo, LLB (HONS), BA, MSW, RSW (SK)

*Allyship is a value, not a goal!*

*Allyship is authentic when expressed individually & in public spaces; you are my ally when you make an effort to reach out to me personally express your support.*

*Allyship is not only showing your support based on what is trending; where is your support when the issues that affect me as a Black person are not trending on social media & on the News.*

*Allyship is not publicly expressing your support to build your resume or career.*

*Allyship is interpersonal*

*Allyship is about willingness to know the person, not making assumptions about them or using pejorative theories to define & describe them, such as the angry Black woman.*

*Allies understand there is diversity in Black people; we are not all the same or experience our Blackness the same way.*

*Allyship is not exploiting the diversity and differences in our Black communities and cultures to fuel discord & chaos among us; colonizers did & do use that strategy of divide & conquer.*

*Allyship is recognizing that you cannot solely rely on African American books to know or define us; some of our stories are not in the books.*

*Allyship is recognizing it can be difficult & painful for the Black person to be vulnerable & disclose to you an upsetting experience.*

*Allyship is acknowledging & empathizing with the emotions expressed in the story.*

*Allyship is respecting & receiving as a gift the Black person story & remembering that you can only share it when they give you consent.*

*Allyship is acknowledging and believing the Black person story about their experiences of racism & discrimination.*

*Allyship is not reframing the Black person story with the intent to minimize or change the validity & the subjective meaning of their experiences of racism & discrimination.*

*Allyship is active inclusion, not passive inclusion.*

*Allyship is not bringing the Black person to sit at the table to only tick a box of inclusion & diversity and ignore their voice and the knowledge they bring to the table.*

*Allies understand they do not have the answers or solutions to address anti-Black racism & systemic discrimination without including the Black voices.*

*Allyship is not taking the Black person's knowledge and claiming it to be yours.*

*Allyship is working with the Black person to remove the barriers of racism and systemic discrimination.*

*Allyship is not about pity towards the Black person; it is about respecting our excellence & resilience.*

*Allyship is being unassuming.*

*Allyship is asking me what I need or how you can support me, not telling me what you think I need.*

*Allyship respects that the Black person is the expert of their unique Black racial experience.*

*Allyship is not being complacent about privilege.*

*Allyship is dismantling parts of the White privilege that continue to maintain systemic discrimination.*

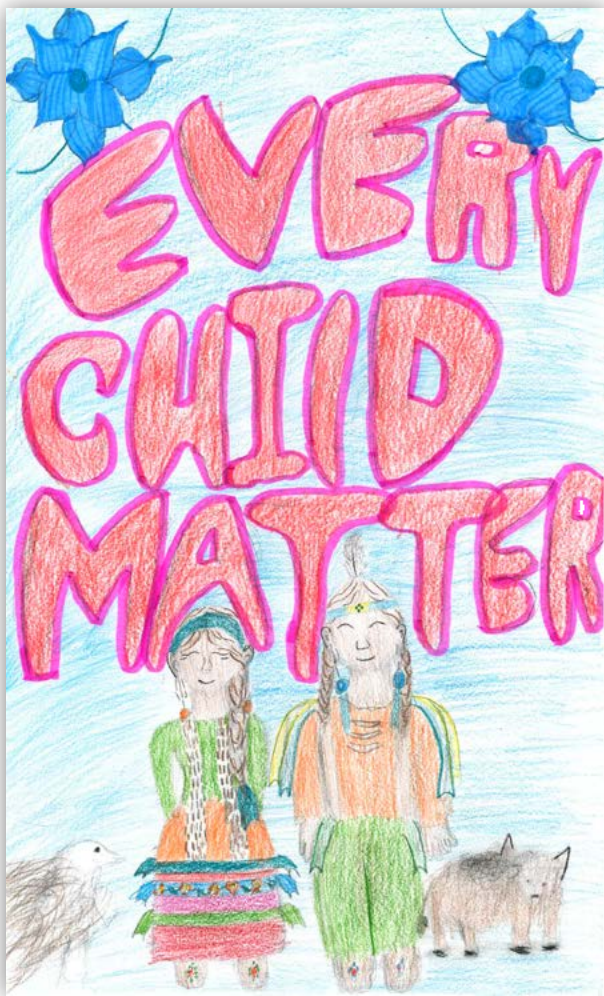
*Allyship is not using White privilege to remote control the destiny & worthiness of Black people.*

*Allyship is not choosing which Black voices you want to listen to further your agendas while dismissing the Black voices that make you uncomfortable because they do not sugarcoat the truth.*

*Allyship is saying I see & hear you, Black person; I respect your knowledge & lived experiences.*

*Allyship is ongoing commitment to stop racism and discrimination.*





## SASW's 2023 Calendar

The Public Relations Committee is thrilled to include SASW's 2023 Calendar in the mailout with this newsletter. The SASW 2023 Calendar is themed "Every Child Matters", and features illustrations made by children throughout Saskatchewan. SASW is grateful and honoured to display the beautiful and unique artwork and share the important message with the SASW members.

Looking for the latest events, workshops, seminars,  
conferences and webinars?

Visit **[www.sasw.ca](http://www.sasw.ca)** for the latest information!



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