



CANADIAN ASSOCIATION
OF SOCIAL WORKERS

WE ARE SOCIAL WORKERS.

2023 ANNUAL REPORT

A cluster of colorful geometric shapes including stars, triangles, and circles in shades of yellow, red, purple, and blue, scattered around the text.

2022-2023 Board of Directors

Executive

President	Joan Davis-Whelan
Vice-President	Darlene MacDonald <i>(to October 2022)</i> Barb Whitenect
Treasurer	Rachel Hollingshead <i>(to October 2022)</i> Glenda Webber

Board Members

British Columbia	Glen Schmidt
Alberta	Peter Baylis
Saskatchewan	Hazel Berg
Manitoba	Darlene MacDonald
Ontario	Evelyn Weger
New Brunswick	Barbara Whitenect
Prince Edward Island	Kelly MacWilliams
Nova Scotia	Debbie Reimer
Newfoundland & Labrador	Glenda Webber
Northern Canada	Rachel Hollingshead <i>(to June 2022)</i> Kelly Cooper

CASW Staff

Executive Director

Fred Phelps

Administrative Coordinator

Kate Hudson

IESW Program Coordinator

Heather Hallett

Director of Policy and Strategy

Sally Guy **to August 2022*

Maria Wallis **from August 2022 to January 2023*

Education and Communications Coordinator

Lauren Pragg **to January 2023*

Roshney Kurian **from February 2023*



CASW Board and Federation Committees

Code of Ethics and Scope of Practice Review Federation Committee

Joan Davis-Whelan (President)
Jan Christianson-Wood (MB)
Leya Eguchi (BC)
Maxine Salopree (AB)
Karen Wasylenska (SK)
Miguel Leblanc (NB)
Rachel Hollingshead (NU)
Debbie Reimer (NS)
Barbara Temmerman (MB)
Fred Phelps (Ex-officio)

Anti-Racism Statement Committee

Debbie Reimer (NS)
Glen Schmidt (BC)
Hazel Berg (SK)
Kelly MacWilliams (PEI)
Sally Guy (ex-officio)
Fred Phelps (Ex-officio)

Ends Committee

Evelyn Weger - Chair (ON)
Barb Whitenect (NB)
Hazel Berg (SK)
Debbie Reimer (NS)

Federation Partnership and Fee Formula Committee

Joan Davis Whelan, NLCSW (Chair)
Alec Stratford, NSCSW
Deepy Sur, OASW
Barb Temmerman, MCSW
Barb Whitenect, NBASW-ATTSNB,
Fred Phelps (Ex-officio)

Contractors

Code of Ethics Review and Operational Review
Barnes Management Group
Antiracism Statement
Kylie Schibli

Land Acknowledgement

CASW's national office is located on the traditional, unceded, and unsundered territory of the Algonquin Anishnaabeg People, land now known to many as Ottawa, Ontario. This land remains home to many First Nations, Inuit, and Métis peoples.

CASW is national federation comprised of Partner Organizations across the land now known to many as Canada. So, while the national office is in Ottawa, CASW's work takes place on the traditional land of many different nations across Turtle Island.

As the national professional association for social work in Canada, it is critical to acknowledge not only our relationship to land, and to colonialism, but also our organization's and our profession's direct harms to Indigenous peoples and communities: to begin this key element of reconciliation, CASW released its [Statement of Apology and Commitment to Reconciliation](#) in 2019.

Provincial / Territorial Partner Organizations



Association of Social Workers
In Northern Canada

Association of Social Workers in Northern Canada

President Elyse Vanderpost
Executive Director Lesley Carberry
socialworknorth.com



BC ASSOCIATION of
SOCIAL WORKERS

British Columbia Association of Social Workers

President Michael Crawford
Executive Director Dianne Heath
bcasw.org



Alberta College of Social Workers

President Siu Ming Kwok
Executive Director & Registrar Jody-Lee Farrah
acsw.ab.ca



Ontario Association of Social Workers

President Peter Donahue
Chief Executive Officer Deepy Sur
oasw.org



New Brunswick Association of Social Workers

President Geraldine Poirier Baiani
Executive Director Miguel Leblanc
nbasw-atsnb.ca



Nova Scotia College of Social Workers

President Lynn Brogan
Executive Director Alec Stratford
nscsw.org



Manitoba College of Social Workers

President Mary Heard
Executive Director and Registrar Barbara Temmerman
mcsw.ca



Saskatchewan Association of Social Workers

President Brenda Schock
Executive Director Karen Wasylenka
sasw.ca



Newfoundland and Labrador College of Social Workers

President Nadine Calloway
Executive Director and Registrar Lisa Crockwell
nlasw.ca



Prince Edward Island
Association of Social Workers

Prince Edward Island Association of Social Workers

President Bruce Davison (to September 2022)
Kathy Jones
peiasw.ca



The CASW Federation at the June 2022 Federation Meeting in St. Andrew's By-The-Sea, New Brunswick

Joint Report 2022-2023

This past year was one of reflection and change for CASW. In terms of reflection, the organization completed an operational review to support the evolution of its commitment to an ongoing journey of reconciliation. The operational review is intended to provide pathways to meaningfully evolve both internal operations and policy development to be more inclusive of diverse perspectives and directions. This next year will challenge CASW to meet its commitments as the Board has committed to ensuring that equity, diversity, inclusion and belonging are at the forefront of all our actions and recommendations.

To demonstrate this commitment, in 2022, the Association of Black Social Workers (ABSW) and CASW celebrated the 2022 renewal of their historic 2020 Memorandum of Understanding by launching Reparations for Social Workers of African Descent - a joint project focusing on the profession of social work and its relationship with the African Canadian community. The reparations of this joint report commit CASW to concrete actions that uplift Africentric social work and organizational change. Based on operational review recommendations, CASW looks forward to adopting a Strategic Plan in 2023 that will be transformational for the organization when adopted and implemented.

In terms of change in 2022, it was the last year that the Alberta College of Social Workers (ACSW) were partners in the federation due to provincial legislative changes that forced the separation of their regulatory and association roles. ACSW was a valued partner that strengthened the federation. However, with their departure comes an opportunity to support the growth of the newly established Social Work Association of Alberta (SWAA). The CASW federation looks forward to its new partnership with SWAA and to continue to serve social workers in Alberta. Another potential area of growth and change is the emergence in 2022 of an association of social work in Quebec. CASW is excited at the potential of a new partner in 2023 in La Belle Province - unifying the federation right across the nation!

Also strengthening the association, in 2022 CASW negotiated with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) and ACSW to establish service agreements for assessments of internationally educated social workers who indicate they intend to settle in Ontario or Alberta. These agreements will serve to sustain the CASW assessment service as it has experienced substantial growth in recent years.

Specific to the profession, CASW achieved several wins in 2022. Most importantly, CASW has long advocated for social workers to be included as mental health practitioners within the Public Service Health Care Plan (PSHCP). In 2022, a new tentative agreement was reached to update the PSHCP to permanently include social workers! This is a huge advocacy win and coupled with agreement to expand the maximum eligible amount to \$5000 for psychological services, our profession has been strengthened.

Another long-standing advocacy priority for CASW was the ending of mandatory minimums for drug offences. In November 2022, after a decade of advocating, CASW celebrated the passing of Bill C-5 that repeals mandatory minimum sentencing for certain drug offences.

The profession is on the path of another advocacy win as the 2022 federal budget committed to study expanding student grants and forgiving a portion of student loans for certain health professionals, including social workers, if they work in underserved rural or remote communities. CASW submitted to the study, however, the 2023 federal budget unfortunately did not expand the current student loan forgiveness program for doctors and nurses who work in underserved rural or remote communities, to the profession of social work. CASW will continue to have student loan forgiveness central to its advocacy for the profession.

In terms of CASW's other advocacy priority for the profession, in 2022, we applied to Employment and Social Development Canada's



Sectoral Workforce Solutions Program to fund a \$950,000 Social Work Sector Study. A comprehensive sector study is required for the profession to support recruitment and retention, education/training realities and projections, and provide the basis for strategies to ensure a strong social work workforce moving forward.

CASW was publicly supportive of the federal government's investments in health and substance use and strongly supports their commitment to addressing problematic substance use as a public health issue rather than its criminalization. However, what is missing is a dedicated Canada Mental Health Transfer; without it, there is no way to hold federal investments accountable to achieving mental health parity for all.

Though heartened to see attention being paid to improving soaring costs of living through some Employment Insurance and changes for fairer taxation, these measures fall short of creating a seamless, user friendly, and - most importantly - crisisproof system to support all those who call Canada home. The pandemic demonstrated that Canada's social safety net is equipped to respond to a global crisis. Consequently, CASW will continue to advocate for a universal basic income that will provide a stable floor upon which everyone can stand.

In 2022 CASW moved forward several major projects and initiatives under the guidance of Board and Federation Committees. A huge thank you to the Board Ends Committee for establishing new Ends for the organization that will serve as the foundation for the next CASW Strategic Plan.

Special thanks to the Federation Partnership and Fee Committee that pulled together a 5-year plan for gradual partnership fee increases. And lastly, sincere appreciation for the federation Anti-Racism Statement Committee and the Code of Ethics Committee for their dedication in moving both respective projects forward with potential adoption by the federation in 2023.

Finally in 2022, CASW welcomed a new Executive with Barb Whitenect (New Brunswick) elected as Vice President and Glenda Webber (Newfoundland & Labrador) as Treasurer. A huge thank you to the outgoing Vice-President, Darlene MacDonald (Manitoba) and Treasurer, Rachel Hollingshead (Northern Canada) for their Executive leadership over the last term of office.

A handwritten signature in black ink that reads "Joan Davis Whelan".

Joan Davis Whelan MSW, RSW
CASW President

&

A handwritten signature in black ink that reads "Fred Phelps".

Fred Phelps, MSW, RSW, CAE
CASW Executive Director

Statement of Revenue and Expenses

YEAR ENDED MARCH 31, 2023

Revenues

Partnership Fees	\$663,326
FTSW assessment fees	\$154,255
Advertising	\$70,920
Interest income	\$15,530
BMS scholarship contributions	\$11,047
Other Income	\$6,981
BMS sponsorship contributions	\$3,500
CSW Journal	\$1,831
ESDC	-
	<hr/>
	\$927,390

Expenditures

Salaries and related benefits	\$422,022
Travel	\$68,466
FTSW assessment fees	\$75,805
Office	\$59,634
Fees to other organizations	\$48,365
Professional fees	\$40,092
Rent	\$36,451
Advertising and promotion	\$20,090
Translation	\$13,927
Website	\$8,981
Strengthening the Profession	\$7,138
Telephone and utilities	\$6,468
BMS scholarships	\$6,395
Insurance	\$5,583
BMS sponsorships	\$3,500
Continuing education - webinars	\$22,236
Amortization	\$1,197
	<hr/>
	\$846,466

Excess of revenues over expenditures before Project Fund expenditure	\$80,924
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Project fund expenditures	\$157,876
IESW project overpayment expense	\$80,395

(Deficiency) excess of revenues over expenditures	(\$157,347)
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WE ARE SOCIAL WORKERS.

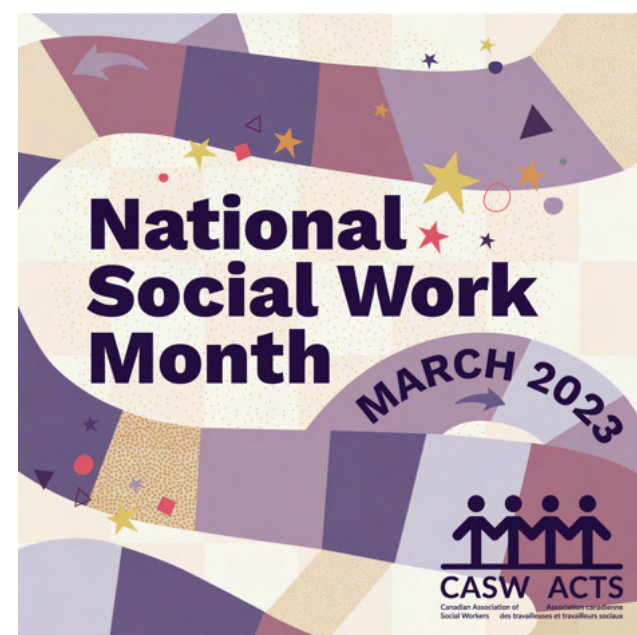
Navigating Complex Systems – Social Work is Essential.

PILLAR 1: Promoting the Profession

National Social Work Month (NSWM)

Each March, the profession comes together to celebrate and reflect on the strengths of social work and our contributions to Canadian public life. The theme for NSWM 2023 was Navigating Complex Systems – Social Work is Essential, chosen to reflect on the essential role we play in addressing systemic gaps, providing key services and programs, and connecting communities to what they need, all while applying our skills to build a more just world. This year's celebrations recognized and honoured the invaluable contributions of social workers in supporting health, mental health and well-being across complex systems and settings.

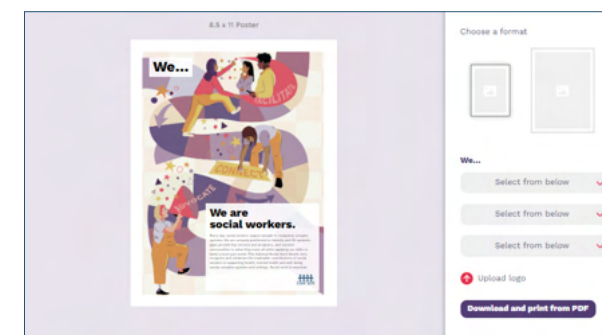
Last year, you may remember the theme for NSWM was In Critical Demand – Social Work is Essential, chosen to reflect how our profession was critically needed during the peak of the COVID-19 pandemic, which severely exacerbated existing gaps in social services. Now as we are coming out of the global pandemic, we recognize how social workers are essential in dealing with COVID-19's compounding consequences on families and communities. Social work is essential to support individuals and communities navigate complex criminal justice, health, education, and employment structures, among others. CASW's advocacy centers principles of diversity, equity, inclusion, belonging, anti-racism, and anti-oppression. We support, we mobilize, we advocate, we are accountable. We are Social Workers.



Images from NSWM 2023: Navigating Complex Systems



These NSWM social media shareables illustrate the many ways social workers navigate complex systems

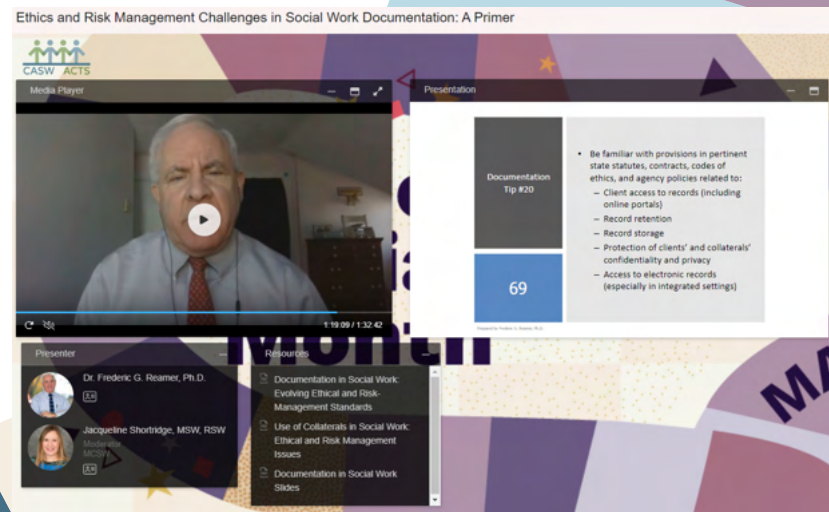


Members built their own NSWM posters and reflected on which actions best represent their own practice

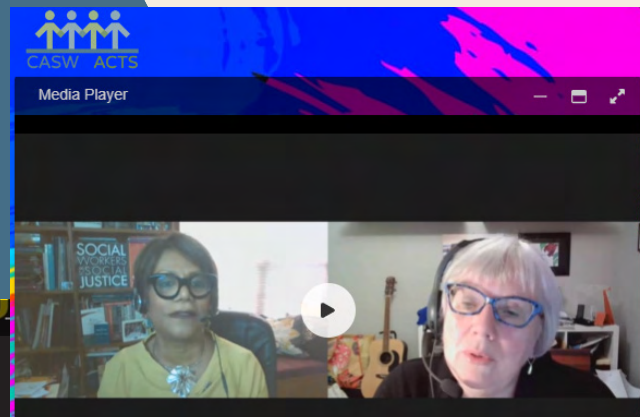
WE ARE SOCIAL WORKERS.

National Social Work Month was a busy time filled with book draws, cash prize giveaways, continuing education opportunities, and national events. This year's campaign featured a poster-making tool, which invited members to reflect on and celebrate the many roles social workers play in working within and reimagining complex systems.

The Manitoba College of Social Workers (MCSW) and CASW welcomed Dr. Frederic G. Reamer during NSWAM to present a webinar on Ethics and Risk Management: Challenges in Social Work Documentation. Dr. Frederic Reamer highlighted key decisions social workers make regarding the purposes, content, wording, and storage of documentation. This webinar had 575 live attendees and 332 members who watched the On Demand recording.



Dr. Frederic Reamer identified documentation and risk management challenges in social work during a NSWAM webinar



CASW president Joan Davis-Whelan and NASW president Mit Joyner co-hosted Social Work Beyond Borders: the IFSW North American Regional Conference on CASW's webinar platform.

CASW and NASW co-hosted the IFSW North American Regional Conference on CASW's webinar platform during NSWAM 2023. This year's conference was focused on strengthening the social work profession across our shared North American border - the world's longest international border. CASW and NASW collaborated to organize panels of social work experts to speak on each national association's mission, challenges of working across the border, practitioners' perspectives on racism and immigration and refugee settlement, and international partnership building.

Highlights from NSWAM 2023

- CASW and our Provincial Partners hosted 11 online events (2 provincial, 8 national, 1 international) during NSWAM, with topics ranging from professional self-care, ethics and risk management, Indigenous mindfulness, and social work beyond borders.



Our weekly book giveaways are very popular during NSWAM.

- CASW ran weekly book giveaways and distributed 49 books to CASW members across Canada, making this year our largest book giveaway yet!

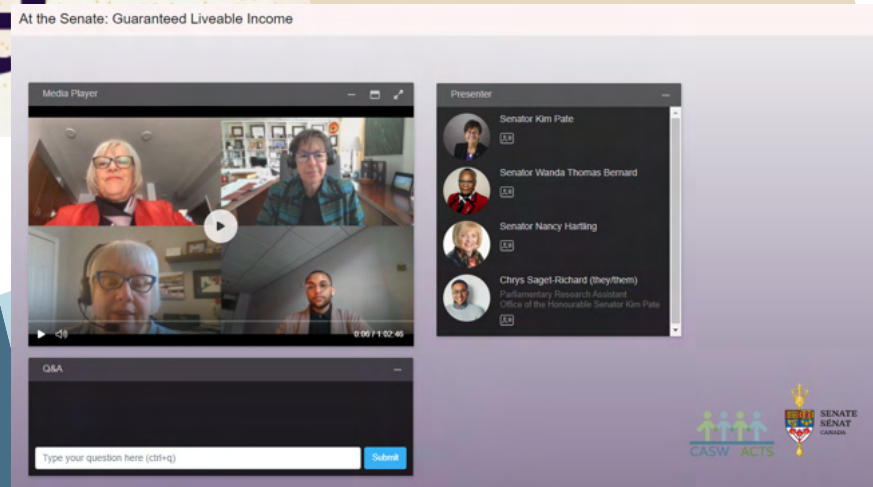
- 8 CASW members won \$2000 worth of prizes after submitting their customized posters and sharing stories of how they support, mobilize, advocate, etc. in their social work practice.
- CASW sent swag packs to 62 members and coordinated 15 swag bundles for SW groups/teams with Partner Organizations.
- CASW launched a new Instagram account and saw a 562% increase in traffic on Facebook during NSWAM.

CASW Hosts 'Social Work at the Senate' Events

In collaboration with Senator Wanda Thomas Bernard and Senator Nancy J. Hartling, CASW hosted two online events to highlight the importance of social work perspectives on two bills. Bill S-249 is an Act respecting the development of a national strategy for the prevention of intimate partner violence, and Bill S-233 is an Act to develop a national framework for a guaranteed livable basic income. Invited panelists included Rina Arseneault, Senator Kim Pate, and Chrys Saget-Richard.



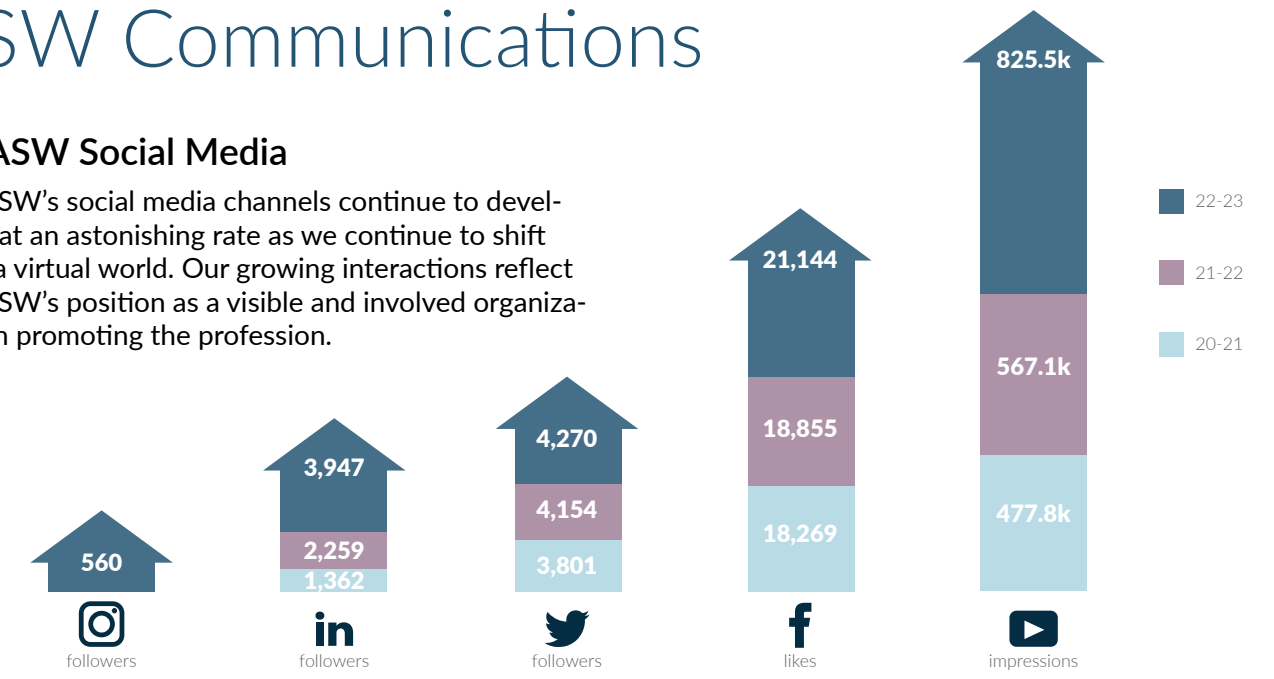
At the (virtual) Senate discussing the need to develop national strategies to prevent intimate partner violence and create a guaranteed livable basic income program.



CASW Communications

CASW Social Media

CASW's social media channels continue to develop at an astonishing rate as we continue to shift to a virtual world. Our growing interactions reflect CASW's position as a visible and involved organization promoting the profession.



INSTAGRAM:
[@casw_acts](https://www.instagram.com/casw_acts)

LINKEDIN:
[Canadian Association of Social Workers](https://www.linkedin.com/company/casw-acts)

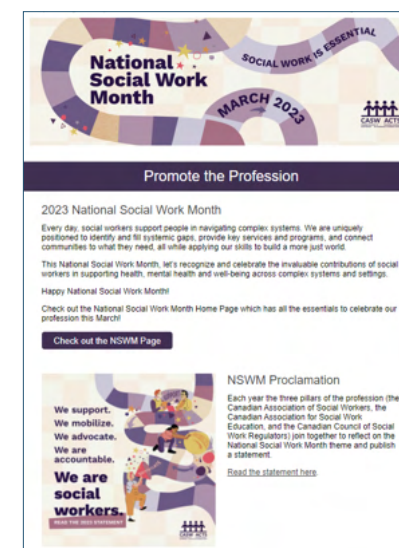
TWITTER:
[@CASW_ACTS](https://twitter.com/CASW_ACTS)

FACEBOOK:
[Canadian Association of Social Workers](https://www.facebook.com/CanadianAssociationofSocialWorkers)

YOUTUBE:
[Canadian Association of Social Workers](https://www.youtube.com/CanadianAssociationofSocialWorkers)

Some highlights:

- CASW's top tweet during NSWM reached 10,764 Twitter users.
- CASW's Tweets earned 46.1K impressions over NSWM.
- CASW's Instagram account reached 7,558 Instagram users within the first month.
- CASW's Facebook page reached 49,687 Facebook users during NSWM.
- From April 2022 to March 2023, CASW's Facebook page has reached 140,404 Facebook users.



The Reporter

In 2022-2023, CASW continued the release of its monthly mailout, *The Reporter*, to ensure members remain informed and engaged in all things CASW.

2023 CASW National Awards



Glenn Drover National Award for Outstanding Service

CASW was honoured to award the 2022 Glenn Drover Award for Outstanding Service, posthumously, to Professor Marion Bogo at the Ontario Association of Social Workers (OASW) Annual General Meeting.

“Professor Bogo was a visionary leader with an unwavering commitment to strengthening social work education and practice,” said CASW President, Joan Davis-Whelan. “In the history of Canadian social work education, no other scholar has had such noteworthy and far-reaching influence – Professor Bogo’s work has transformed social work education both in Canada and across the globe.”

Presented every two years to a social worker, the award honours outstanding social work practice at the local, provincial, national, or international level. It includes direct services, service on behalf of the profession, advocacy, social policy development, education, and research. Nominations are received, and the award is conferred by a committee of CASW’s Board of Directors.



CASW Distinguished Service Award

In collaboration with CASW federation partner organizations, the 2023 CASW Distinguished Service Award winners were announced during National Social Work Month.

Each year, CASW Distinguished Service Award recipients provide exceptional service to the populations they serve. This year we honoured so many incredible social workers for their essential contributions to the profession.



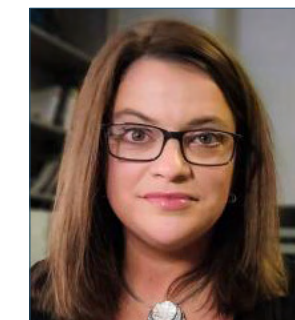
Ontario Association of Social Workers
All social workers who are mobilizing mental health and wellbeing across Ontario



British Columbia Association of Social Workers
Heather Lamb, MSW, RSW



Newfoundland and Labrador Association of Social Workers
Henry Kielley MSW, RSW



Prince Edward Island Association of Social Workers
Jayelee Grady BSW RSW MEd.



Manitoba College of Social Workers
John Smyth, MSW, RSW

PILLAR 2: Strategic Advocacy

Budget 2023 Priorities

At this is pivotal moment for Canada's future, while we move away from the acute height of the pandemic, the critical issues with Canada's social supports, and the way these supports most egregiously fail certain groups, consequently CASW Budget 2023 priorities included:

- 1** Fund a comprehensive social work sector study to understand the workforce, identify gaps, and meet future needs
- 2** Act swiftly to include social workers in the existing Canada Student Loan forgiveness programme, as promised by the Liberal Party of Canada during the last election campaign and as outlined in the Ministerial Mandate Letters
- 3** Study the concept of mental health parity for Canada, and how this concept might guide future investments
- 4** Launch 3 basic income pilot projects – northern, rural, and urban – with a view to the eventual implementation of a Universal Basic Income Guarantee to ensure Canadians thrive in a post-pandemic/endemic economy.

Social Work Sector Study

In 2022 CASW applied to Employment and Social Development Canada's Sectoral Workforce Solutions Program to fund a \$950,000 Social Work Sector Study. A comprehensive sector study is required for the profession to support recruitment and retention, education/training realities and projections, and provide the basis for strategies to ensure a strong social work workforce moving forward.

CASW received news that the Social Work Sector Study application is still being reviewed and considered for funding. CASW will continue to advocate for the funding of this critical project to the profession.

Canada Student Loan Forgiveness

Expanding the Canada Student Loan Forgiveness Program remains a strategic advocacy priority for CASW. In 2022, CASW researched and compiled a federation response for inclusion and submitted to the Canada Student Financial Assistance Program. CASW was also successful in coordinating the support of the Extended Healthcare Coalition, that represents over 100,000 of Canada's regulated healthcare professionals, to make the expansion of the Canada Student Loan Forgiveness Program an advocacy priority. Unfortunately, Budget 2023 did not commit expansion for social work but rather a deepening of support for doctors and nurses. CASW expressed its dissatisfaction is its immediate response to Budget 2023 and inclusion in Canada Student Loan Forgiveness Program will remain a top advocacy priority for CASW.

Mental Health Parity

Mental Health Parity, the federal funding of publicly deliver mental health services in parity to physical health, remains an ongoing advocacy priority for CASW. The Government of Canada increased its overall investment in health and substance use however did not invest in a dedicated Canada Mental Health Transfer that is central to provincial and territorial accountability towards mental health parity.

CASW will continue to advocate, in collaboration with the Canadian Alliance on Mental Illness and Mental Health (CAMIMH) to achieve federal dedicated funding for mental health parity for all.

Universal Basic Income (UBI)

UBI remains an advocacy priority for CASW to develop a stronger, more inclusive and equitable Canada. In this past year, Senator Kim Pate and Member of Parliament Leah Gazan introduced Bills S-233 and C-223, which if passed, would establish the first national framework for an unconditional Guaranteed Livable Basic Income for all persons over 17 across Canada.

Strategic Advocacy Priorities



Ending Mandatory Minimums for Drug Offences

In 2022 CASW submitted a brief to the Standing Committee on Justice and Human Rights specific to Bill C-5, An Act to amend the Criminal Code and the Controlled Drugs and Substances Act. CASW has advocated since 2012 urging the Government of Canada to reverse the 2012 expansion of mandatory minimum sentences. In November 2022, after a decade of advocating, CASW celebrated the passing of Bill C-5 that repeals mandatory minimum sentencing for certain drug offences.



Decriminalization

In June 2022, CASW joined the BCASW in publishing a statement regarding the provincial decriminalization of small amounts of illicit substances. CASW has long supported the decriminalization of the personal use of substances to advance a public health approach to drug policy.

CASW lent its support to the HIV Legal Network that called on all levels of government to support and implement the recommendations of [Decriminalization Done Right: A Rights-Based Path for Drug Policy](#).

Unfortunately, in June 2022, CASW had to publicly express its deep disappointment that the Government joined the Official Opposition Conservatives to defeat Bill C-216, the Health-based Approach to Substance Use Act. The Bill would have decriminalized small amounts of substances for personal use and developed multiple other pathways to ensuring substance use is treated as a health issue, and not a criminal issue.



Abortion Access

In June 2022 the United States Supreme Court overturned the 1973 Roe v. Wade ruling that protected the right to access abortions. As we watched the events unfold, CASW released a statement supporting access to abortion across the country.

Journeys of Reconciliation and Racial Justice

Reconciliation

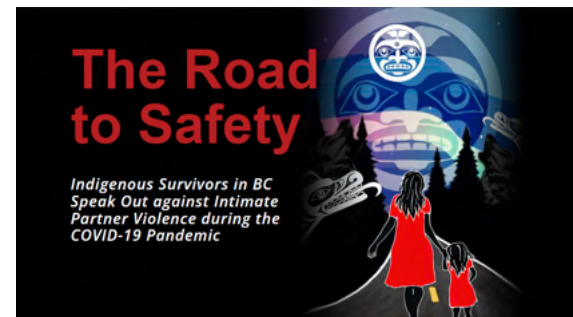
National Day for Truth and Reconciliation in Canada

On September 30, 2022, CASW honoured the National Day for Truth and Reconciliation in Canada: a federal statutory holiday and a day of reflection and mourning, but also of learning, understanding, and the commitment to ongoing journey of reconciliation.



SASW and CASW Joint Statement in Support of James Smith Cree Nation and the community of Weldon

In September 2022, CASW and the Saskatchewan Association of Social Workers (SASW) released a joint statement calling for long-term support for the James Smith Cree Nation and the community of Weldon.

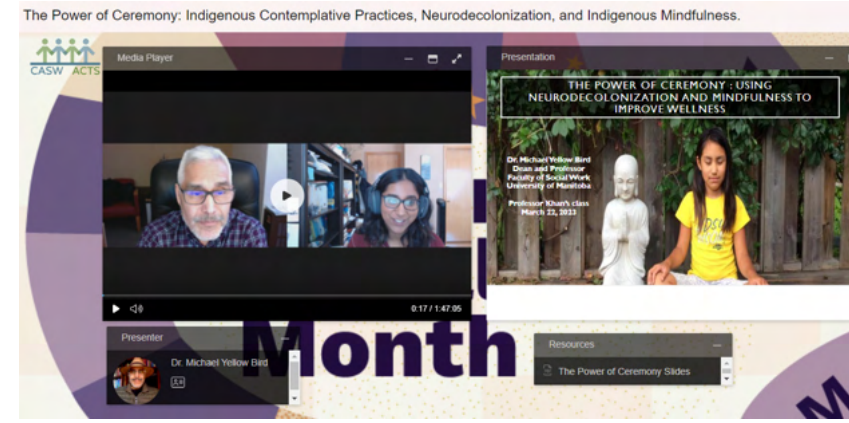


The Road to Safety: Indigenous Survivors Speak Out against Intimate Partner Violence during the COVID-19 Pandemic

On September 27 2022, CASW invited staff from Battered Women's Support Services in Vancouver, to present a webinar on the impact of COVID-19 on gender-based violence and violence against Indigenous women, girls, and gender diverse peoples.

The Power of Ceremony: Indigenous Contemplative Practices, Neurodecolonization, and Indigenous Mindfulness

On March 30th 2023 during NSWM month, CASW invited Dr. Michael Yellow Bird, the Dean of the Faculty of Social Work at University of Manitoba to present his research on colonization, decolonization, and neurodecolonization, and their role in Indigenous Peoples' health.



Check out CASW's Reconciliation Hub for a full list of resources and statements.

Reparations

ABSW and CASW Launch Reparations Report

The Association of Black Social Workers (ABSW) and CASW celebrated the 2022 renewal of their historic 2020 Memorandum of Understanding by launching - [Reparations for Social Workers of African Descent](#) - a joint project focusing on the profession of social work and its relationship with the African Canadian community. The CASW Board has committed to implementing the following recommended Reparations from this joint report:



1. CASW should continue to provide 1 to 2 sessions per year on Africentric social work practice and/or content relevant to the African Canadian community.
2. CASW needs to strengthen its relationship with chapters of the Association of Black Social Workers across Canada.
3. CASW should encourage and support provincial associations in offering ongoing professional development activities that deal with: 1) emerging issues impacting African Canadians such as systemic anti-Black racism, reparations, and employment issues; 2) Africentric social work practice; and 3) the history of people of African descent in the Canadian landscape.
4. CASW should offer two scholarships to social work students of African descent.
5. CASW, in conjunction with its provincial associations, should offer an annual award to an African Canadian social work practitioner for outstanding contributions to the social work profession in Canada.
6. When CASW possesses the fiscal resources to hire another staff member, CASW should designate the position a targeted hire and recruit an African Canadian social work practitioner.
7. CASW and ABSW should engage in dialogue to determine the focus and timeline of the next joint project as this project is now complete.

Emancipation Day 2022

On August 1, 2022, CASW marked [Emancipation Day](#). The first Emancipation Day in Canada was last year after Senator Wanda Thomas Bernard's Motion 83, which called on the government of Canada to officially recognize Emancipation Day each August 1, was passed in the Senate in late June 2021.

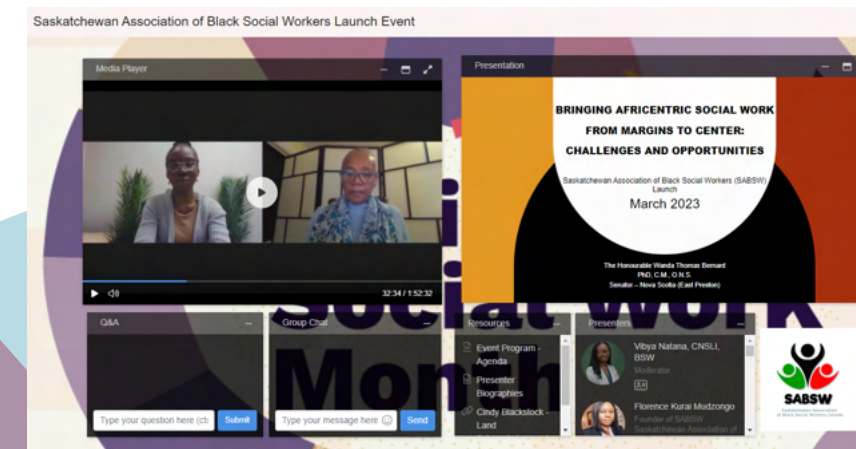
Alberta Association of Black Social Workers Launch

On October 27th 2022, CASW supported the launch of the Alberta Association of Black Social Workers. The theme of the virtual event was "Building community, connections, and support" and keynote speakers included Senator Wanda Thomas Bernard and Dr. David Este.



Black History Month 2023: Ours to Tell

In collaboration with the Alberta Association of Black Social Workers (AABSW) and the Nova Scotia Association of Black Social Workers (NSABSW), CASW hosted a celebration event honouring the work and lives of Dr. Akua Benjamin and Dr. David Este, two Black social work icons in Canada who have made indelible impacts on the profession.



Saskatchewan Association of Black Social Workers

On March 15, 2023, CASW helped launch the [Saskatchewan Association of Black Social Workers](#) with an online event featuring a keynote address from Senator Wanda Thomas Bernard on the topic, [Bringing Africentric Social Work from Margins to Center: Challenges and Opportunities](#).

Coalitions

CASW leverages partnerships and relationships with other organizations and stakeholders to strengthen our advocacy voice.

NAACJ · ANIJC



Social responsibility
Responsabilité sociale

National Associations Active in Criminal Justice

In April 2022, NAACJ released a discussion paper: [Reducing Recidivism - Shifting the Paradigm to Invest in Community](#). This paper was prepared by a working group of NAACJ to shape the Federal Framework to Reduce Recidivism. Now is the time to invest in individuals and communities to realize our full potential and re-establish Canada as a global leader in human rights and justice.

CANADIAN ALLIANCE ON MENTAL ILLNESS AND MENTAL HEALTH



Canadian Alliance of Mental Illness and Mental Health

Each year the CAMIMH recognizes 7 Canadians whose work has helped to advance the mental health agenda across the country with the Champions of Mental Health Awards. Besides celebrating mental health champions, in 2022 CAMIMH called for mental health parity and demanded that the Government of Canada immediately create and fund, as promised last federal budget, a Canada Mental Health Transfer to address barriers to care such as long wait times, cost, geography, culturally inappropriate care, and shortages in the mental healthcare workforce.

In March 2022, CAMIMH released the results of its Access to Mental Health Services survey at a press conference in Ottawa that found an overwhelming majority of Canadians feel that both the federal (81%) and provincial (89%) governments need to increase the availability of mental health care providers to ensure timely access to care.

HEAL

Organizations for Health Action

Organizations for Health Action

HEAL is a coalition of 40 national health organizations currently [co-chaired by CASW](#). HEAL is dedicated to improving the health of Canadians and the quality of care they receive. In 2022 HEAL launched a national pan-profession healthcare Human Resources survey with a specific focus on steps to improve retention.

Extended Healthcare Providers Coalition

In 2022 the EHPC strongly advocated for the broadening of access to the list of professionals through the Canada student loan forgiveness program. EHPC advocated for and was accepted as a member of the Coalition for Action for Health Workers established by Health Canada and reporting to the Deputy Minister of Health. The Coalition's initial priorities will include providing advice on workers' retention so health workers continue to stay in their jobs; increasing the supply of health professionals in the country; improving health workforce data; and opportunities to scale new models of care to address key barriers.



CASW also supports:

- Adoption Council of Canada
- Campaign 2000
- Canadian AIDS Treatment Information Exchange
- Canadian Centre for Policy Alternatives
- Canadian Coalition for Public Health in the 21st Century
- Canadian Coalition for Seniors Mental Health
- Canadian Housing and Renewal Association
- Canadian Public Health Association
- Child Care Now
- Child Welfare League of Canada
- Coalition for Safe and Effective Pain Management
- Chronic Disease Prevention Alliance of Canada (CDPAC)
- Dignity for All: The Campaign for a Poverty-Free Canada
- EGALE Canada
- Fresh Start Coalition
- International Social Services
- National Alliance for Children and Youth
- National Association Active in Criminal Justice
- National Initiative for the Care of the Elderly
- National Right to Housing Network
- Promoting Relationships and Eliminating Violence Network (PREVNet)
- Quality End of Life Care Coalition of Canada

PILLAR 3: Strengthening the Profession

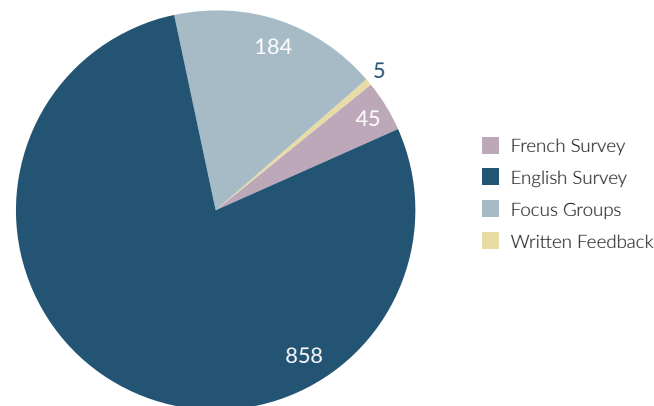
Public Service Health Care Plan: Social Workers' Inclusion

CASW has long advocated for social workers to be included as mental health practitioners within the [Public Service Health Care Plan](#) (PSHCP) and consequently enthusiastically applauded a 2022 announcement that a new agreement had been reached to update the PSHCP to permanently include social workers and raise the maximum eligible amount to \$5000.

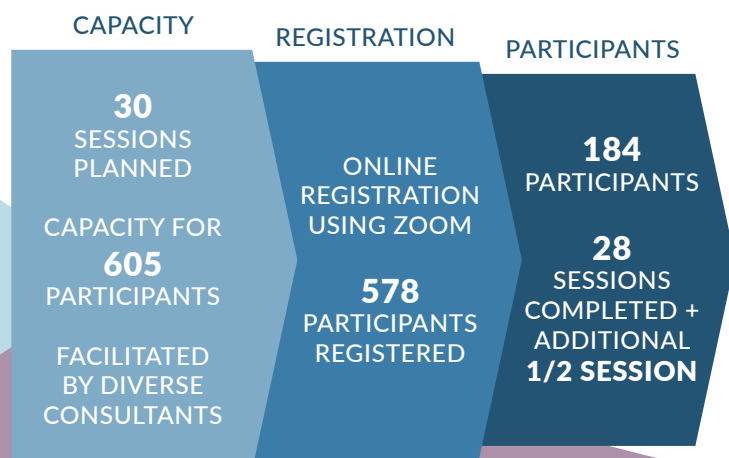
Code of Ethics and Guidelines for Ethical Practice

In 2018 the CASW Board established a federation committee to review and revise the 2005 CASW Code of Ethics and Guidelines for Ethical Practice. CASW initially contracted Pimāṭisiwin Counselling and Consulting to complete the project with a commitment to upholding the 10 principles of the TRC Commission. In January 2021 CASW suspended the Code of Ethics and Guidelines for Ethical Practice project due to the COVID Pandemic, all planned in-person consultations were forced to be cancelled. In Spring 2021 Code project resumed, virtually, with Barnes Management Group assuming the lead on the project.

In the Fall of 2022, CASW launched a national bilingual survey to receive broad member engagement on the revised Code of Ethics and Guidelines for Ethical Practice. Over 900 social workers from across Canada completed the survey that helped guide further revisions to the draft revised Code.



Over the winter of 2022, BMG completed, in collaboration with CASW partner organizations, 28 virtual diversity focus groups envisioned to support meaningful consultation with First Nations, Metis, Inuit, Black, LGBTQ+ and social workers that experience intersecting identities. CASW provide \$10 Tim Hortons Gift cards, as a small token of appreciation to 184 virtual participants. It is anticipated the revised Code of Ethics and Guidelines for Ethical Practice will be adopted by the CASW federation in June 2023.



Social Work Association of Alberta joins the CASW federation!

CASW is exceedingly excited to announce that the newly formed Social Work Association of Alberta (SWAA) joined the national federation effective April 1, 2023! SWAA is the collective association voice for social work in Alberta that is committed to promoting the profession, advocating for social justice and supporting social work in Alberta. CASW looks forward to supporting SWAA in building a strong and sustainable association voice in Alberta over the coming years.



Primary Care Transformation Initiative

CASW coordinated with the Ontario Association of Social Workers (OASW) and the University of Toronto to develop a proposal for a Workplace Integrated Demonstration Project Grant to develop Curricula, Micro-Credentials and Tools for Effective Interprofessional Practice in Comprehensive Primary Care.

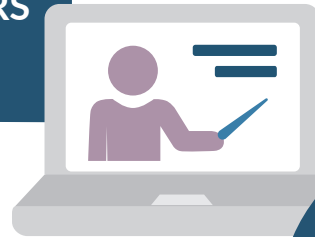
The proposal "Creating a National Vision and Building Capacity for the Role of Social Work in Primary Care" was successful and received \$150,000. The primary goal of the project is to develop professional resources to enhance the direction and capacity of social workers to practice in interprofessional primary care teams. A secondary goal is to collaborate with the other health disciplinary groups to support all members of the interprofessional team to work in collaborative primary care teams. The project lead is Rachelle Ashcroft, Associate Professor at the University of Toronto.

Continuing Education

Webinars

Most Canadian social workers require 40 hours of continuing education per year as a requirement of registration. Partner Organizations and individual members alike expressed that high quality, timely and relevant continuing education remains a priority.

41
ONLINE EVENTS
& WEBINARS



WITH
16,723
REGISTRANTS



SIGNING
UP FOR
58
HOURS OF
CONTENT



The Power of Ceremony: Indigenous Contemplative Practices, Neurodecolonization, and Indigenous Mindfulness
Anti-Oppressive Practice, Decolonized social work research, Indigenous People and Communities, National Social Work Month, Trauma
Mar 30, 2023 1:00 pm EDT
[REGISTER NOW](#)
[Read more](#)

Ethics and Risk Management Challenges in Social Work Documentation: A Primer
Ethics, MCSW, Professional Practice, Risk Management
Mar 29, 2023 11:00 am EDT
[REGISTER NOW](#)
[Read more](#)

Social Work Across Borders: USA and Canada
E-Services, Ethics, National Social Work Month, Professional Practice, Racism
Mar 28, 2023 11:00 am EDT
[REGISTER NOW](#)
[Read more](#)

At the Senate: Guaranteed Liveable Income
National Social Work Month, Poverty
Mar 21, 2023 12:00 pm EDT
[REGISTER NOW](#)
[Read more](#)

Ageism – Individual and Collective Opportunities to Change the Conversation
Ageing and Older Adults, National Social Work Month, NLCSW
Mar 16, 2023 9:00 am EDT
[REGISTER NOW](#)
[Read more](#)

Saskatchewan Association of Black Social Workers Launch Event
Africentric social work practice, Black elders, Black social work pioneers, National Social Work Month
Mar 15, 2023 8:00 pm EDT
[REGISTER NOW](#)
[Read more](#)

At the Senate: Creating a National Strategy for Intimate Partner Violence
Domestic Violence, National Social Work Month, Violence, Women
Mar 7, 2023 12:00 pm EST
[REGISTER NOW](#)
[Read more](#)

Professional Self-Care: An Ethical Imperative
Mental Health and Addictions, National Social Work Month, NLCSW, Professional Practice
Mar 2, 2023 9:00 am EST
[REGISTER NOW](#)

Many of these webinars were in collaboration with CASW Partner Organizations, serving to strengthen ties within the CASW Federation and lift content and presenter's knowledge and expertise to the national level.

A snapshot of just some of the webinars housed in CASW's archive

Some Continuing Education Highlights Included:

- CASW offered multiple webinars on topics related to healthcare and wellness, clinical practice, and structural approaches to social work.
- CASW partnered with the Credit Counselling Society to deliver seven webinars on financial health and wellness for social workers and their clients.
- CASW featured a 3-part series on mental health in the agricultural community conducted by Lauren Van Ewyk, who is a social worker and agricultural mental health advocate.
- CASW continued our relationship with Canadian Senators Nancy Hartling and Wanda Thomas Bernard, delivering two webinars from the Senate during NSWM.

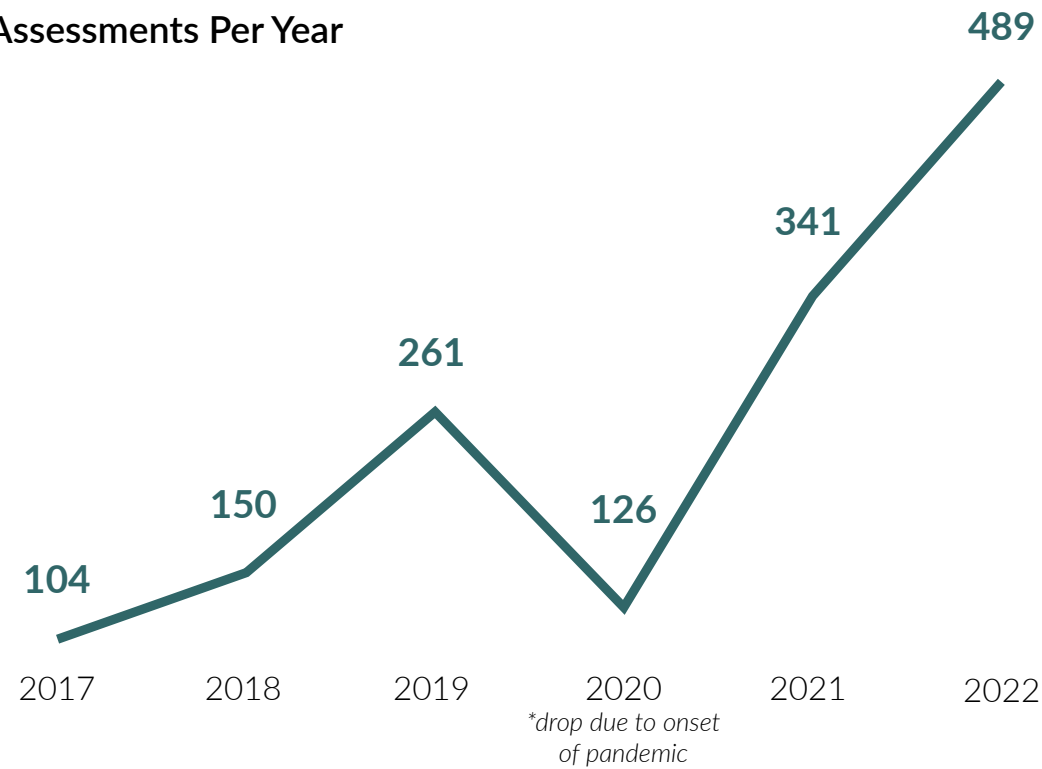
CASW continues to support our provincial partners across Canada in their delivery of Continuing Education (CE) for their membership.

Assessment of International Credentials

CASW provides a service for internationally educated social workers that assesses their academic credentials to the equivalency to a Canadian Bachelor or Master of Social Work. CASW assessments are typically used by applicants as part of registration with one of the provincial or territorial social work regulatory bodies in Canada.

In the 2022 calendar year CASW completed 489 individual assessments.

Total Assessments Per Year



This trend is expected to continue, and 169 assessments have been completed between January and March 2023.

Satisfaction Survey

In September 2022, CASW implemented a post evaluation satisfaction survey seeking input from applicants regarding their satisfaction with their experience with the evaluation service. The short survey is sent to applicants at the time they receive their assessment results.

The survey asks applicants to rate their satisfaction regarding the information and instructions provided on the website, the helpfulness of the CASW staff, the length of time it took to receive their results, and the overall care and support they received throughout the application experience.

Thus far, 116 applicants have chosen to complete the survey. In the overall satisfaction with the social work credentials evaluation process, approximately 65% reported to be extremely satisfied, 30% reported to be satisfied, and 5% reported to be either dissatisfied or extremely dissatisfied.

Service agreements

As the CASW IESW service has experienced dramatic growth in the past 2 years, and it is anticipated that the volume of assessments will only continue to increase in the coming years, CASW initiated conversations with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) and the Alberta College of Social Workers (ACSW) -- the regulatory bodies outside of the CASW Federation currently using the CASW IESW service -- regarding the potential of Service Agreements to support the sustainability of the CASW IESW service.

CASW was successful in negotiating service agreements with both OCSWSSW and ACSW, effective April 1, 2023. This increase in revenue will allow CASW to sustain the IESW service, primarily by adding a full-time administrative assistant position to the program.

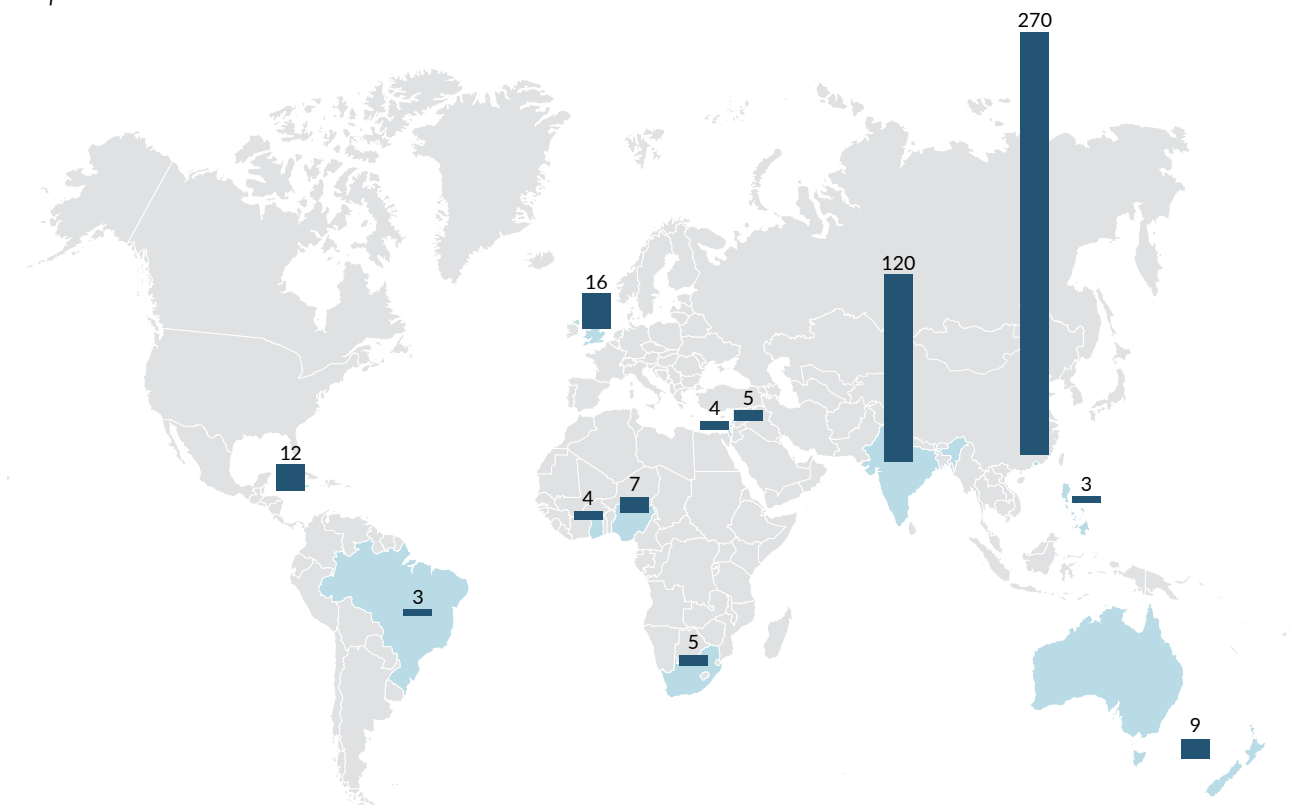
International Educated Social Worker Bridging Program – Grant Submission

In late December 2022, CASW was made aware of a Call for Proposals from the Foreign Credential Recognition Program through Employment and Social Development Canada (ESDC). CASW led and collaborated with a team of partners including the Canadian Association for Social Work Education (CASWE), the University of Calgary, and the Canadian Council of Social Work Regulators (CCSWR) to submit a funding proposal to establish a National Bridging Program for Internationally Educated Social Workers (IESW).

The proposed national IESW Bridging Program, if approved, would be offered through the University of Calgary and seek to provide equitable access for IESWs to supports and services that will greatly enhance their opportunity in becoming employed, Registered Social Workers (RSW) in Canada. CASW looks forward to receiving the results of the joint submission in August 2023.

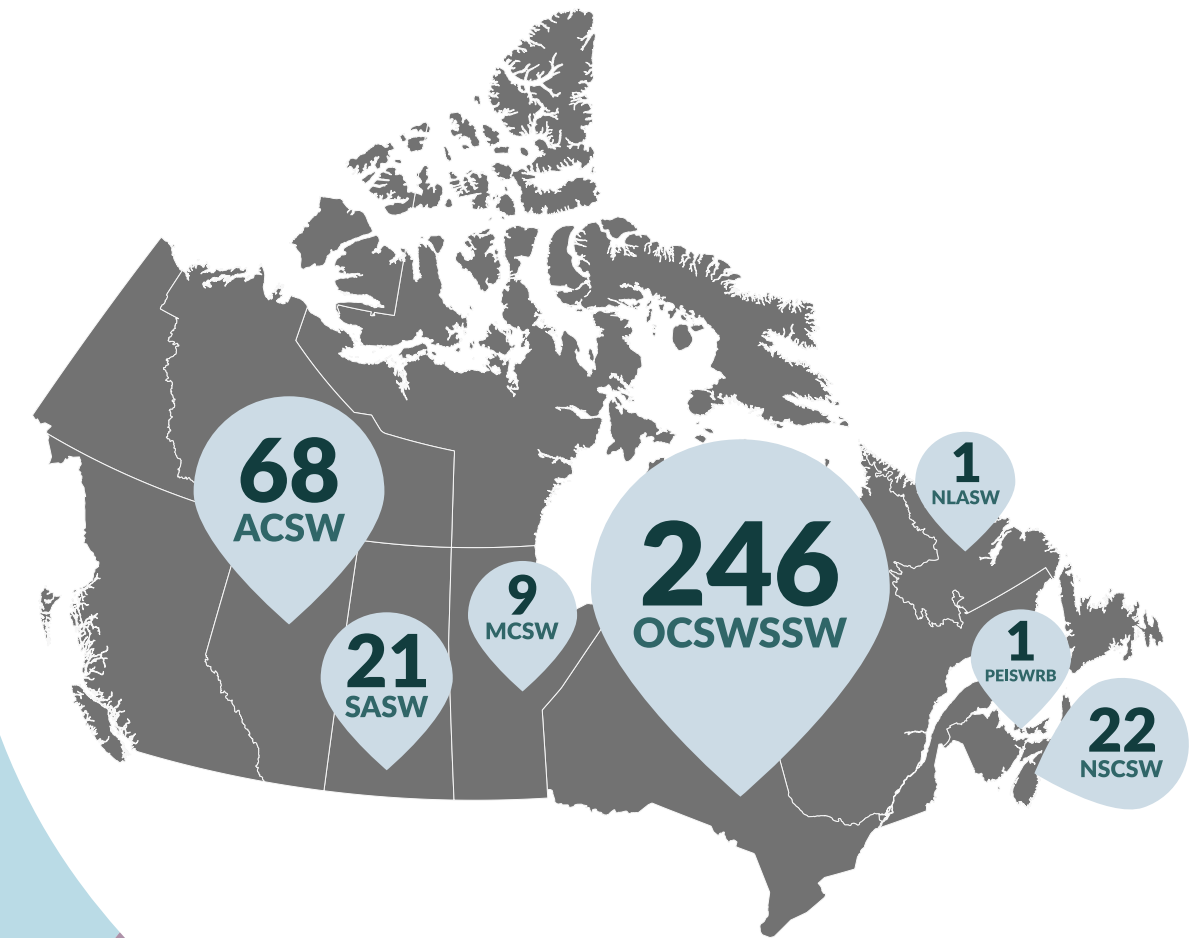
CASW Assessment Outcomes by Country 2022

Top 12 Countries



CHINA / HONG KONG	270	NIGERIA	7	GHANA	4
INDIA	120	AUSTRALIA / NEW ZEALAND	9	ISRAEL	4
UK	16	SOUTH AFRICA	5	PHILIPPINES	3
JAMAICA	12	LEBANON	5	BRAZIL	3

Number of Assessments forwarded to Regulatory Bodies by Province 2022



Intersectoral Committee

The purpose of the Intersectoral Committee is to promote communication, connection, and collaboration among the three sectors (education, association, and regulation) and to strengthen the social work profession in Canada. In 2022 the Intersectoral Committee was very active in advancing several important projects for the profession.

First, the Intersectoral Committee, led by CASW, applied, to Employment and Social Development Canada's (ESDC) Sectoral Workforce Solutions Program to fund a Social Work Sector Study. Key labour market, demographic, and education information regarding the profession of social work is lacking. A comprehensive sector study is required for the profession to support recruitment and retention, education/training realities and projections, and provide the basis for strategies to ensure a strong social work workforce moving forward. The last such study, *In Critical Demand*, was funded by ESDC and was completed in 2000.

Second, the Intersectoral Committee supported an application to ESDC, led by University of Calgary's School of Social Work, to establish a National Pre-Registration Program for International Social Workers (Bridging Program). The proposed national IESW Bridging Program, if approved, seeks to provide equitable access for IESW's across Canada to continuing education and supports that will greatly enhance their opportunity in becoming employed, Registered Social Workers (RSW) in Canada. The national IESW Bridging Program is envisioned as supporting a IESW from assessment to regulation to employment while providing a bilingual certificate program that will ground participants in the Canadian context of social and health services delivery. The national IESW Bridging Program will uphold a commitment to the journey of reconciliation by providing IESW's with Indigenous developed and delivered curriculum on the ongoing experiences of colonization.

Third, the Intersectoral Committee continues to have the establishment of an Indigenous-led course or certificate specifically for social workers on reconciliation, decolonization, and related topics as a priority. In 2022 a sub-committee was established to seek out potential partnerships. This work will continue and may connect to a national Bridging Program for Internationally Educated Social Workers if successfully funded.

Finally, members of the Intersectoral Committee have committed to participating in the Association of Social Work Boards (ASWB) Social Work Workforce Coalition in support of redrafting of their current exam. Participating in the ASWB Social Work Workforce Coalition is independent of the work of the Intersectoral Committee however this ongoing process has implications for all pillars of the profession.

2022-2023 Representation

Canadian Council of Social Work Regulators

Siu Ming Kwok, President
Barbara Temmerman, Vice President

Canadian Association for Social Work Education

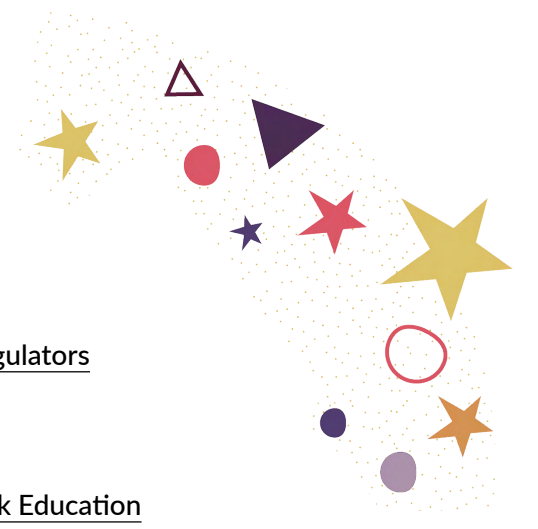
Carole Carpot, CASWE-ACFTS Executive Director
Billie Allan, President

Deans & Directors

Ellen Perrault, University of Calgary, School of Social Work
Jason Albert, First Nations University of Canada, Indigenous Social Work

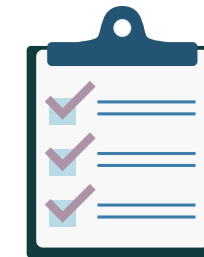
Canadian Association of Social Workers (Secretariat)

Joan Davis-Whelan (President)
Fred Phelps (Executive Director)

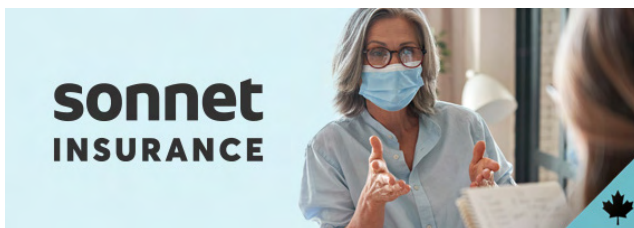


Direct Benefits of Membership and Services

- Sonnet Home and Auto Insurance & Pet Insurance! - [Sonnet Insurance](#) gives members access to Canada's first fully online insurance company and exclusive savings.
- Access to a national [BMS Group Insurance Plans](#) including Professional Liability.
- Expanded coverage options including [Legal Entity Coverage](#); [Cyber Security & Privacy Liability](#); [Employment Practices Liability](#); Legal Services Package; Legal Expense Insurance; [24 Hour Accident Coverage](#).
- Psychology Today Offer for CASW Members – When renewing [BMS liability insurance](#), CASW Members can access a free first-time listing in Psychology Today's Therapy Directory.
- Exclusive pro bono legal services for participants in the CASW member insurance program.
- CASW BMS Scholarships: \$6395.45 was transferred through the CASW/BMS Scholarship program to CASW Partner Organizations to support their members.
- Eligibility for CASW BMS Sponsorship provided directly to CASW Members to help them promote the profession and/or advance issues of social justice.
- NEW: 10% discount with [VMedia](#) on Internet, TV & other residential services.
- Green Shield Canada – Preferred Provider for member Health Benefits program.



- Canadian Social Work Review - CASW continues the ongoing partnership with the Canadian Association for Social Work Education (CASWE) for members' access to their peer reviewed journal, Canadian Social Work Review.
- Members have continued access to Canadian Social Work journal archives.
- CASW and Pallium Canada continue to extend a 50% discount on LEAP Online to CASW members.
- Social Work Reference Center and SocIndex continue to provide more continuing education opportunities and practice resources.
- Access to live and recorded CASW continuing education webinars.
- CASW's Media Monitoring Service – an e-mail service of national news relevant to the social work profession.
- CASW provides a national representation on coalitions and sustained lobbying to the Parliament of Canada.
- CASW's Monthly Reporter: a monthly newsletter circulated to CASW's full membership that provides news, job opportunities, member resources, and professional development information.
- Automatic affiliation to the International Federation of Social Workers (IFSW) via CASW.
- Access to CASW's Private Practice Portal that guides social workers through every step necessary to begin, run, and even close a private practice.



International Federation of Social Workers Report

CASW participates internationally through our partnership with the International Federation of Social Workers (IFSW) which is the global body for the profession of social work. It is comprised of 147 professional social work associations representing over 5 million social workers. Every CASW member is an IFSW member and can access its vast array of global social work resources. IFSW is headquartered physically in Switzerland but meets virtually on a regular basis. This first in person meeting since the pandemic will occur this year in the Czech Republic.

Structurally, IFSW is divided into five regions: Africa, Asia Pacific, Europe, Latin America-Caribbean and North America with each region electing a President and a Vice President. These 13 representatives are responsible for the strategic direction of the organization. CASW and NASW take turns as president and vice-president alternating roles every two years. This past year, CASW assumed the presidency and Mildred Joyner, of NASW, is currently vice president of the North American region. In June, Mildred's term with NASW will end and Yvonne Chase will assume the NASW presidency and vice-presidency of IFSW North America region.

This year IFSW elected Joachim Mumba as its global president. Joachim is the first African social worker to hold this position. 2022 began with the continuation of global social work theme: Ubuntu. The theme emerged from the

IFSW online world conference in 2020 extending the profession's learnings in indigenous' approaches and community development. As well, work has continued with the Peoples' Global Summit in July 2022. The next Global conference is scheduled for Panama in April 2024 as a hybrid event. It is important to note the role of IFSW and its European members in the Ukrainian crisis this past year. Further information can be found here [Social Work Ethics in Action: Ukraine - International Journal of Social Work Values and Ethics \(jswve.org\)](https://www.jswve.org/).

IFSW has five specific commissions: Education, Ethics, Indigenous, Human Rights, and United Nations. All the Commissions have been meeting regularly, highlighting the following:

- The Education Commission has been working on the peer recognition process that is in pilot phase. A plan of work objectives has been developed.
- The Ethics Commission continues to collaborate with the Social Work Ethics Research. Jane Shears is the new Global Ethics Commissioner. The upcoming year includes a research article, conference submissions, developing Commission workplan for 2023, developing Continuing Professional Development materials on ethics and values and writing a Terms of Reference for the Ethics Commission.
- The Human Rights Commission has been working on an action plan including communications.

- The Indigenous Commission has been very active throughout the past year, participating in various global conferences and events including the 2023 United Nations Permanent Forum on Indigenous Issues (April 17-28 in New York City). The theme for the 2023 Forum is Indigenous Peoples, human health, planetary and territorial health, and climate change: a rights-based approach. Their work plan includes outreach to national associations that are affiliated with IFSW, encouraging them to include Indigenous content in planned activities.
- United Nations. IFSW has been granted Special Consultative Status by the Economic and Social Council (ECOSOC) of the United Nations and the United Nations Children's Fund (UNICEF). In addition, IFSW is working with the World Health Organization (WHO), the Office of the United Nations High Commissioner for Refugees (UNHCR), the Office of the United Nations High Commissioner for Human Rights (OHCHR).

The IFSW UN Commission has one UN Commissioner, four regional commissioners, and 16 representatives (including two interns), hence a total of 21 professional Social Workers. Their work has been extensive and collaborative but some of their works submitted to the UN include the following:

- Several statements and speeches at events in the Asia Pacific on the Implementation of Sustainable Development Goals 130 Commissions United Nations Commission



- Statement on the situation in Afghanistan
- Statement on the convention on the right to development
- Statements on the annual meeting of the Commission on the Status of Women
- Statements on the sessions of the Commission for Social Development
- Statement on the High-Level Political Forum on the SDGs
- Statements have been submitted or signed (ex. the CONGO Statement on CoVid-19).

I encourage all of us, to visit the IFSW's site www.ifsw.org. and see how globally, we can support each other together to build stronger and more resilient communities!

A handwritten signature in black ink that reads "Joan Davis Whelan".

Joan Davis Whelan MSW, RSW
President IFSW North America Region

CANADIAN ASSOCIATION OF SOCIAL WORKERS

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Report Design by Lacey Hayden