Remembering the Montreal Massacre

BY JODY-LEE FARRAH BSW, RSW

On December 6, 2009, The National Day of Remembrance and Action on Violence Against Women marked the 20th anniversary of the Montreal Massacre. On this day in

...Continued on Page 14
Mission Statement:

NLASW Goals:

1. To regulate the profession of social work in Newfoundland and Labrador.
2. The NLASW shall promote the continuing professional education of social workers.
3. The NLASW shall promote awareness of the social work profession.
4. The NLASW shall engage in social policy analysis and advocacy.
5. The NLASW shall be responsive to the profession of social work in all regions of Newfoundland and Labrador.

Editorial policy

Connecting Voices seeks to serve as a meeting place for social workers in Newfoundland and Labrador by publishing information about:

- the happenings of Newfoundland and Labrador social workers
- professional issues
- social and legislative issues
- books, journals and other media of interest to social workers
- continuing education and job opportunities
- social work research, therapy, practice and education

The Editorial Committee is interested in readers’ stories, poetry, anecdotes, thoughts and ideas. Cartoons, artwork, pictures and acknowledgements are also welcome. Written submissions and photographs should be in electronic copy, and kept to a maximum of 750 words. Submissions should include the author’s name and must be received by the scheduled deadline. Late submissions will not be forwarded to the next edition.

The Editorial Committee reserves the right to reject any article or return it to the author for revision prior to publication, as well as to edit submitted material for clarity and conciseness. All published articles and advertisements must reflect the profession’s ethics and values.

Advertising space is available. The Editorial Committee reserves the right to reject any advertising.

Publication does not imply endorsement by the NLASW.

Connecting Voices is published two times per year.

Editorial Committee Members

Karen Moores, co-editor
Jody-Lee Farrah, co-editor
Carolyn Jones
Barbara Drover

Editorial

Pause for Thought

BY JODY-LEE FARRAH BSW, RSW

Some of the most beautiful pictures given to us by Mother Nature are those of majestic mountains or snow-covered water. The absolute beauty of such natural scenery has caused me to stop and pause for thought. I have come to realize that we are fortunate to have beautiful places to visit and enjoy. In fact, there are countless places throughout the world where one can experience the beauty of nature in its purest form.

Early in our social work education, we are taught the value of reflection and its importance as a practice skill when working with people. Reflection is defined as “...a conscious mental and usually purposive process relying on thinking, reasoning and examining one’s own thoughts, feelings and, in more spiritual cases, one’s soul” (http://en.wikipedia.org/wiki/Reflection). Reflection is found throughout communication with others when we actively listen to a client share their story, when we critically think about the components of complex family dynamics or when we assist someone to move through the necessary steps to reach resolution of challenging problems. The articles found in this edition of Connecting Voices will challenge you to move through the necessary steps to reach resolution of a challenging problem.

The Editorial Committee strives to provide a journal that is filled with current information that, we hope, will benefit your social work practice. We continue to do this with your help as you submit articles that satisfy such topics as clinical practice, research, advocacy, new program initiatives, community development, leadership, regulation and registration. The Editorial Committee continues to recruit articles of this nature and are open to new ideas. I would like to thank the members of the Editorial Committee for their dedication and hard work to this and every issue of Connecting Voices. We are always interested in your feedback, suggestions and articles for the next edition. As you make your way through the pages of Connecting Voices, I invite you to pause for thought.

Sincerely,

Jody-Lee Farrah
Executive Director

BY LISA CROCKWELL MSW, RSW

The Board of Directors and the NLASW extend best wishes for a Happy New Year.

2010 promises to see the continuation of projects at the NLASW including the review of legislation, revising standards of practice, enhancing communication, expanding the regulatory capacity, advancing projects in long term care, private practice and supervision, and offering increased continuing education sessions.

As we begin a new decade, it is anticipated that the growth experienced by the profession in the preceding two years will continue. Growth and the associated costs have been a theme permeating many of the issues addressed by the NLASW Board of Directors. The size of the profession was anticipated to be 1320 members by 2016. Currently, there are 1318 social workers in Newfoundland and Labrador.

Members will recall that in 2008, the NLASW increased fees by $25 to address some of the changes that were needed. In hindsight, this increase was needed. In November Update, social workers who have fees collected through payroll deduction will see a pay increase from $300 to $350 and on March 1st, 2012 the fee will increase from $400 to $450. As indicated in the November Update, social workers who have fees collected through payroll deduction will see a change commencing in January 2010 as employers deduct fees one year in advance for payment in the subsequent year. This month social workers who have pay increases will notice a difference of $1.93 each pay day.

It is also important to remember that since professional registration is a requirement for social work practice, these fees are tax deductible. The Board of Directors is committed to continuing to fund the NLASW fee for the years ahead.

The fees of other provincial regulatory bodies and professional associations are outlined below. These numbers clearly illustrate that the NLASW fee will still be the lowest even when the fee increases are fully implemented.

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The Cost of Growth

BY DR. DONNA HARDY COX PHD, RSW

Clinical Online Counselling: Ethics and Practices

BY DR. DONNA HARDY COX PHD, RSW

PRACTICE

Academic programs, recognizing the online counselling method, have developed new curriculum to teach online counselling skills (Trelap, Huberstrok, Duffy & Evans, 2007). Commencing an online counselling session would include, for instance, one three step approach. First, start with a discussion with the individual of their reaction, experience and comfort with online counselling. Second, review the ethical and confidentiality standards and consent with the client’s digital signature. Third a commencement of the session and focus on the presenting issues (Trelap et al., 2007).

Moving to an online modality for therapeutic counselling recognizes the different use of time and language when compared to face to face (F2F) practice. In some cases, it may require less time, in other cases, if using text based communication modalities it may require more time for basic key boarding and reflection. Also the use of language, questioning, reflection and closure in online counselling requires additional skills. The absence of non verbal cues for instance, can be addressed through the use of a familiar F2F technique of journaling with the client writing thoughts and feelings using symbols and words. Social workers would need to be aware of emoticons and abbreviated language.

It appears that the Ontario Association of Social Workers has taken the lead in 2002 to address the issues of technology mediated social work practice and current discussion on social work blogs are calling for increased discussion and development of guidelines in the Canadian Code of Ethics in Social Work.

CONCLUSION

The diversity of social work practice across the counselling continuum—from information sharing type email to therapeutic interventions—has much potential for online communication. If Shaw and Shaw’s (2006) contention that online counselling will continue to grow then social work and other related professionals will be challenged to at least keep in step if not ahead of the technological advances and the development and application of ethical guidelines to protect those we serve.

REFERENCES ON PAGE 19

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Advocacy

Advocating for Change from Within

BY HENRY KIELLEY MSW, RSW

It's a constant struggle – working within systems with policies, procedures, politics, budget restraints and limited resources – human and otherwise – trying to do the best for our clients. And we as Social Workers

matters to us and those we serve? The membership list is found

One of the neat and challenging things

So, there is a professional mandate

and, therefore, it is understood that

each of us possess the knowledge, skills

and abilities to practice in an ethical

manner. We have been exposed to the

standards for social workers set out in

the Social Workers Association Act, the

CASW Code of Ethics, and Guidelines

for Ethical Practice. We have an

obligation to ensure continuing social

work education, which should include

education that exposes us to ethical

considerations.

When social workers behave in ways

that are not in accordance with our

values and principles, we are fortunate

that we are a regulated professional

group which has a clear process for
dealing with conduct that we see as

inappropriate, or unbecoming, of a

social worker. The fact that we are able
to ensure people are held accountable
for unethical behavior is a measure
meant to ensure the protection of, not
only the public, but of our collective

reputation. It is part of our consciousness, but it does not

affect who we are or how we are perceived. Reputation is part of

our sense of self image begins at a time in our lives when we are

beginning to form a consciousness of who we are and, it is not until we

move through life that self image begins

to be formed. As children, we love our own image

of the mirror. As children, we love our own image

infant gaze lovingly in a mirror or

This profession run deep and have

sprung out of a time of great injustice,

iniquity, and oppression. Those forces

are alive and well, but within our social

work tool box we have advocacy.

It has been said that the easiest job in

the world is that of a critic – simply

pointing out what’s wrong. It is easy to

identify gaps in systems. Those

who work in Long Term Care for

instance, recognize that there are not

enough community-based resources to

keep people at home as long as

they would like. Terms like “aging in

place” get tossed around as tag lines

at conferences and meetings while

“it’s not our job to be the advocate”

goes into institutions due to a lack of

real, available choices. We also

recognize that people move into institutional

care (nursing homes) that most likely

belong at home with more support

or elsewhere in our complex medical

system. And within this system

“it’s not our job to be the advocate”

adequate time or people to engage

the way we want to in therapeutic

relationships that are truly reciprocal

and client driven.

One of the neat and challenging things

about this profession is that we expand

on the age old formula: KNOWLEDGE

= POWER to arrive at KNOWLEDGE +

POWER = RESPONSIBILITY. Thus we

know the importance of identifying

problems and real solutions.

We should be uncomfortable with

the status quo. Moral distress

should be the fuel that drives

discussions, decisions and our practice.

So what is to be done? There will always

be policies and procedures with

which we do not agree. We all have to

make a living, pay the bills and raise our

cost of living. And the public, after all, is

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reputation. As adults, we love our own image

of the mirror. As children, we love our own image

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make a living, pay the bills and raise our

cost of living. And the public, after all, is
There is lots of excitement around the school these days! This past summer and fall has brought many changes and much growth - and more changes are on the way.

The first class of 60 BSW students (up from 45) began the new four year program! There is much activity and excitement around the school with the increased number of students - who seem to get younger each year (or is it that the rest of us are getting older?) In order to accommodate the increase in BSW and MSW students, the computer lab will soon become a classroom and the third floor classroom is going hi-tech with the addition of a multi-media system. We are awaiting with bated breath final approval from the university for the new BSW second degree program - which could begin as early as spring 2010. This program will admit 15 students annually who will complete their BSW on a full-time basis over 4 semesters.

Social work students have been very busy working within the community. Fifth year students participated in a school-sponsored field trip to the Southern Shore in November. The students experienced firsthand the strengths and challenges of people living in rural Newfoundland - and shared in the culture and hospitality of a number of communities. Students also took a lead role in the organization of a sit in at Canadian Blood Services to protest the exclusion of gay men as donors. For the fourth year, the School has partnered with VDCC Cares and the Red Cross in the Coats for Kids project. During the Christmas season, the second and fifth year classes each sponsored a family through the Single Parent Association. Each of the Health Regions has been actively recruiting at the School. Recruitment sessions have been well received by BSW students who were excited about the social work opportunities available around the province!

We are pleased to report that the CASWE accreditation site visitors have recommended that we receive a four year accreditation with a further three year extension following the submission of a progress report in 2013. The official awarding of accreditation will not occur until January when the Board of Accreditors meets to make a final decision. This recommendation demonstrates great confidence in our ability to successfully implement the new BSW program, which only started last month; the revised MSW program, commencing in 2011; and the various initiatives underway related to diversity and the inclusion of Aboriginal perspectives. Thanks to all of you who participated in meetings with the site visitors. Keep posted for further updates concerning the final accreditation report. In early October, Chief Misel Joe participated in a one-day diversity retreat for staff and faculty of the School at the Lavrock Conference Centre. Chief Joe shared his experience and wisdom about the process of Conne River challenging oppression to become a self-governing, vibrant community. He led talking circles where staff and faculty were invited to share their vision, experience, hopes and fears for the school as we move towards increased inclusion and growing diversity. In conjunction with Social Work Month, the School will be hosting a workshop on Wednesday March 3rd focused on enhancing social workers’ abilities to identify opportunities and implement services to advance socially inclusive practice. This workshop, presented by Dr. Delores Mullings is designed to recognize, enhance, and celebrate the skills and art of social inclusion practiced by many social workers.

You may notice the absence of three faculty members this year, as Drs. Donna Hardy Cox, Janet Fitzpatrick, and Sharon Taylor enjoy their sabbatical year. Please join us in welcoming back Deborah Canning and Dr. Shelly Binsie-Lefchutch! Many thanks to Ellen Oliver who has been doing double-duty as Associate Director (Undergrad) and Acting Director - and to all those who have taken on additional tasks to accommodate all the changes underway!

A Students' Experience

BY SHERRY HOUNSELL 5TH YEAR SOCIAL WORK STUDENT, MUN SCHOOL OF SOCIAL WORK

This summer I had the opportunity to work with the NLASW through a Student Work and Service Program (SWASP) grant. My work plan included conducting research, preparing reports, connecting with members and aiding with promotional materials. Through all of this I have gained new knowledge and skills which will help me to become a better social worker. The most valuable thing that I have learned is the importance of the NLASW.

In the fall of 2007, during orientation to the School of Social Work, I did not absorb much of the presentation by the NLASW. I understood that they are a regulatory body, that it is mandatory to register after graduation and that this involved paying approximately $300. This summer work experience has shown me just how important the NLASW really is. Through environmental scans and research I prepared reports for committees working towards changing/updating legislation, showing me that the NLASW works towards social policy change.

I also discovered that the NLASW deals with complaints and uses a very just system to deal with them. Finally, through a membership engagement survey I learned about all the ways the NLASW works to connect social workers across the province. All of the work here has left me with a much better understanding of our regulatory body and those across the country. This has left me thankful to be a future member and practicing social worker in this province. Overall I had a wonderful experience working with the staff in a positive atmosphere and look forward to being a member in the future.

Our website has been redesigned by the Marketing Committee - with major support from Nathaniel Pollock. Check out our new faculty and staff pages - where you can learn about who is who at the school and what they are doing. Stay tuned to the School website as the upcoming year promises to be filled with change, excitement, and new adventures at the School!

The costs of growth continued from page 4

The process consisted of interviews with internal and external stakeholders, a membership survey and a review of all documents including budgets. The Board of Directors and staff decided to embark upon this process as there was a strong desire to ensure that the organization was doing its very best to ensure that it would be sustainable and effectively in this changing environment. The recommendations clearly highlighted the need to expand the capacity of the organization.

NLASW has been restructuring operations as per the recommendations of the organizational review. We have added two permanent part time social work positions in the past two years. We have also joined the Association of Social Work Boards, partnered with the other Canadian provinces to form the Canadian Council of Social Work Regulators and joined with our colleagues in other provincial health regulatory bodies to form the Health Regulators Network. Additional board committees have been added to oversee regulation and member engagement. Without these initiatives, we would never have the capacity to address the growth and remain true to our mission of excellence in social work.

By working together, we can continue to successfully grow the profession into the next decade.
New Provincial Initiatives
Promote Recognition of Older Persons

BY HÉLÈNE DAVIS MSW, RSW
SUZANNE BRAKE MSW, RSW, PH. CANDIDATE

The Ageless campaign and the Seniors of Newfoundland and Labrador has been one of the priority directions of the Provincial Healthy Aging Policy Framework. The development and implementation of the Ageless campaign promote positive images and attitudes with regard to aging is a critical action within that priority direction. It is foundational in efforts to create a more age-friendly province.

The Ageless campaign has been running since its launch in December 2008. It features local seniors of varying ages and backgrounds actively engaged in their communities. These presentations of seniors reflect and highlight the strengths and resources emphasized. Ageism, the recognition of older adults is one of the priority directions of the Provincial Healthy Aging Policy Framework. The development and implementation of the Ageless campaign promote positive images and attitudes with regard to aging is a critical action within that priority direction. It is foundational in efforts to create a more age-friendly province.

Ageism deprives us all of important strengths and resources are emphasized. Contributions they make over time are also valued.

Theorem "ageism" was first coined in 1969 by the American gerontologist Robert N. Butler to describe stereotyping, prejudice and discrimination against seniors. Recent research survey on the nature and prevalence of ageism in Britain reported the following findings.

• More people (29%) reported suffering age discrimination than any other form of discrimination.

• One third of people surveyed thought that the demographic shift towards an older society would make life worse in terms of standards of living, security, health, jobs and education.

• One in three respondents said that society views those over 70 years of age as incompetent and incapable.

The impacts of ageism are many. Ageism prevents people from being seen for their true merits. It also prevents access to resources and opportunities. Ageism deprives us all of important contributions. People are left out because they are older.

Given the negative consequences of ageism, the recognition of older adults is one of the priority directions of the Provincial Healthy Aging Policy Framework. The development and implementation of the Ageless campaign promote positive images and attitudes with regard to aging is a critical action within that priority direction. It is foundational in efforts to create a more age-friendly province.

The Ageless campaign has been running since its launch in December 2008. It features local seniors of varying ages and backgrounds actively engaged in their communities. These presentations of seniors reflect and highlight the strengths, contributions and diversity of older adults in Newfoundland and Labrador and help to counter negative myths about aging. Using the themes “Ambition is Ageless,” “Involvement is Ageless,” and “Participation is Ageless,” the campaign highlights the fact that ambition, involvement and participation are lifelong choices.

Campaign ads were placed on the back of buses and on bus shelters. Newspapers and magazines have been carrying the ads and the radio clips have been aired on major stations. Posters and promotional items have been distributed within the generous collaboration of seniors’ organizations and retiree groups, faith communities, cultural organizations, government departments and agencies throughout the province, including municipal governments and town halls, and the list goes on.

The British research alluded to above also supported the argument that positive contact between people of different age groups can reduce stereotyping and prejudice. More specifically, it showed that those who have positive close contact with older people are more likely to see commonalities between generations and less likely to stereotype older people as incompetent. This research informed the campaign development and two of the three Ageless campaign images involve older persons and younger persons interacting. Another complementary initiative in support of greater recognition of older persons in the province is the Newfoundland and Labrador Seniors of Distinction Awards program which was launched in January 2009. The Seniors of Distinction Awards honour and celebrate seniors throughout Newfoundland and Labrador, highlighting their achievements as well as the contributions they have made throughout their lives and those that they continue to make. It also recognizes and celebrates the diversity of seniors. The call for nominations goes out in January and the awards ceremony is held annually in June, which is Seniors’ Month.

To obtain more information on the Ageless campaign and the Seniors of Distinction Awards, or to obtain copies of the promotional materials, visit the Department of Health and Community Services website or contact the Office for Aging and Seniors at the Department of Health and Community Services by e-mail at aging-and-seniors.gov.nl.ca or toll-free at 1-888-494-2266.

BY CAROLYN JONES MSW, RSW

These websites may be useful to you in your daily practice of social work. In addition to organizing conferences and advancing education and training opportunities, the CSSSW is engaged with other organizations and individuals to promote research and the use of research in direct service and community practice.

The Canadian Association for Social Work Education
www.caswe-acswes.ca

The Canadian Centre for Policy Alternatives
www.policyalternatives.ca

The Canadian Society for Spirituality and Social Work
http://w3.sfu.ca/curated/spirituality/index.html

The Canadian Association for Social Work Education (CSSSW) seeks to promote excellence in both social work practice and scholarship in the area of spirituality and social work. In addition to organizing conferences and advancing education and training opportunities, the CSSSW is engaged with other organizations and individuals to promote research and the use of research in direct service and community practice.

The Canadian Centre for Policy Alternatives
www.policyalternatives.ca

The Canadian Centre for Policy Alternatives is one of Canada’s leading progressive voices in public policy debates.

Two Villages
www.twovillages.org

Two Villages has been created to effect change in impoverished areas of the world through community ownership and cooperation. With the assistance and linkages of international organizations, they will seek to engage communities from the developed world to support third world communities.

Literacy Newfoundland and Labrador
www.literacynl.com

They seek to engage communities from the developed world to support third world communities.

Work Well Newfoundland and Labrador
www.workwell.nl.ca

Work Well Newfoundland and Labrador is an internet-based resource for people living with a mental illness in Newfoundland and Labrador that offers information and/or obtain and maintain employment. It also includes online resources for further reading.
Leadership

The Leader in You

BY JODY-LEE FARRAH BSW, RSW

When I think of great leaders, I think of Martin Luther King Jr., Nelson Mandela, or Mother Teresa. Each of these Greats have made them great leaders? Is it the passion and conviction that was displayed by Martin Luther King on that day in 1963 when he led the peaceful march of 250 000 people on Washington, D.C., and spoke the words, “I have a dream”? Is it the courage and heroism demonstrated by Nelson Mandela as he fought for freedom from apartheid while behind prison bars for 27 years? Or, is it the unsellish devotion of Mother Teresa to the people of Calcutta? Through their actions, each has left an impressionable mark of leadership on the world.

SACRIFICE OF CARE AND CONCERN IMPARTED

For Social Work leaders, vision is about embracing a dream and inspiring others to participate in a shared vision. In the book, The Leadership Challenge (2007), the authors describe well what is meant by vision. They write, “leaders breathe life into the hopes and dreams of others and enable them to see the exciting possibilities that the future holds. Leaders forge a unity of purpose by showing constituents how the dream is for the common good. Leaders stir the desire to contribute by focusing on the shared meaning of ‘the good’ and ‘the need’.”(p. 18)

Vision is a core leadership attribute. Problem solving capacity is also described as proaction. Social work practitioners in a recent study described concepts of social work leadership through a series of statements: Such statements described proaction as “provide solutions, grow, move forward, and look towards the future.”

The core attribute of teamwork/collaboration was interpreted as empowerment. As social workers, the concept of empowerment is often embodied in the work we do with clients and families directly from the front lines. Social work leaders exemplify empowerment by “providing opportunity for others to participate and accomplish; identifying issues of concern for politicians and policy makers; collaboration; and the ability to foster local, provincial, and national Departments.” (Hutchison, 2000). According to Kouzes & Posner (2007), a leader’s ability to enable others to act is essential. “Leaders work to make people feel strong, capable, and comfortable.”

CONTINUED ON PAGE 18

Perspectives

Practice What You Preach

BY AMY SHEPPARD BSW, RSW

I think you should talk to someone." "Would you like me to make a referral for counseling for you?" "Here’s the number for the Mental Health Crisis Line.” “Do you have access to an Employee Family Assistance Program (EFAP) so you can talk to someone?” These are frequent messages given to clients by social workers on a daily basis. But, how often do we take our own advice? We have devoted ourselves and our lives to social work, a helping profession, yet there is a reluctance to seek help from another professional when we need it.

While working for Child Youth and Family Services (CYFS), I dealt with a number of difficult cases. I had never been involved in a situation like nothing had before. I have prided myself on being tough and believed that very little would get to me. During the course of an investigation, I went to consult with two supervisors and was horror-struck with the information that the representative was a positive experience. I explained what I was going through and presented me with options for counsellors. I chose one that worked from a Cognitive Behavioral Perspective, something I was familiar with and found to be a helpful theory for me on a personal level.

Overall, my experience with the counselor was very positive. I was able to process the events that led me to seek help and I was able to work through that as well. I learned a great deal about myself and my social work practice.

I wanted to share this as I believe that there is a stigma attached to seeking help. I think there is a perception that to be a social worker you have to be super strong and to seek help is to show weakness. There is an element of vulnerability in seeking counseling and in working with a counselor. By examining ourselves during a time of vulnerability we learn about ourselves and have an opportunity to build self-awareness and improve our practice.

I want to encourage Social Workers to seek help if needed. Encourage each other. We lean on each other every day, start encouraging one another to seek out EFAP. I would not have gone had someone not encouraged me. Let’s talk about our experiences with EFAP and lessen some of the stigma.
Remembering the Montreal Massacre

Almost 80 per cent of women in Newfoundland and Labrador who experience violence are most likely to be victimized by a spouse, ex-partner or ex-common-law spouse.

In the past 20 years, more than 20 women have been killed in a domestic homicide in Newfoundland and Labrador.

To draw attention to the issue of violence against women, we have chosen to reprint sections of an article which appeared in The Telegram on June 13, 2008. The following article has been reprinted with permission from Alisha Morrissey of The Telegram.

It investigates the reasons why men decide to kill and it pays respect to local women who are victims of violence.

The article begins with statements by social work professor Leslie Tutty of the University of Calgary.

Social work professor, Leslie Tutty, from the University of Calgary states, “women are killed by their partners before they attempt to leave them, there's little or no knowledge of what went wrong in the home. These are women who have not used outside services...there didn't seem to be any avenue of preventing it. She said, “they didn't call the police, they didn’t go to shelters, so there's nobody that really has their story and could say what happened to lead up to it. I think once (abusive spouses) verbalizes a threat to kill that's credible, that you can tell that he actually really means it. I think that just lifts the danger level to a whole new high. And when you continue to live at that danger level, it's hard then to know how to interpret further threats.” Tutty said cases are rare that a woman is murdered by her partner during a severe marital argument. In those cases, she said, the women were likely not abused, because an abused woman would never have been in a serious argument with her spouse.

According to research by Martin Daly and Marji Wilson of McMaster University’s psychology department, and republished in Brian Valentine’s book, The War on Women, men will hunt down and kill spouses who have left them, while women hardly ever do the same. They also found that men are more likely to kill women whom they discover have been unfaithful. Women almost never kill their partners, despite the fact that men are notably more adulterous. Men kill women in planned murder-suicides, while women almost never do. Men kill wives after years of abuse, while women seldom do. Men kill spouses and children together, women rarely do.

Leslie MacLeod, president of the Provincial Advisory Council on the Status of Women, says “we fully believe there is a culture of male violence in the province. We've had three women murdered in the province in the last year. Why is it happening? Starting with sexist attitudes of women being less equal and starting with attitudes of ownership and possession and the right to control. How does it move then to physical violence, and ultimately, murder? We need to answer those questions and then, ultimately, stop it. We need a lot more work on this. We need a lot more questions asked and a lot more thought given to the answers. We’re making assumptions here, and assumptions are leading to death, and we need the truth.”

The victims behind the statistics:

May 30, 2008
Amanda Powler - 29, St. John's
Jan. 18, 2007
Sonia Rogers - 23, Summerford
Aug. 3, 2006
Goldie Lovelace - 34, Hermitage
Nov. 2006
Genevieve (Jenny) Hull - 52, Bay d'Espoir
Mar. 14, 2006
Beverly Rose Cahir - 52, Avondale
Jan. 28, 2006
Pamela George - 21, Arnold's Cove
Sept. 27, 2005
Geraldine Payne - 33, Clarenville
Dec. 26, 2005
Shirley Parsons - 53, Victoria
June 10, 2005
Cathy MacDonald - 35, Port aux Basques
Sept. 21, 2003
Ann Marie Lucas - 56, Stephenville
Dec. 12, 2002
Mary Susan Evans-Harlick - 24, St. John's
Nov. 13, 2000
April Arnot - 19, Conception Bay South
June 28, 2000
Brenda Gillingham - 39, St. John's
July 24, 1997
Judy Ann Ogden - 25, Corner Brook
Sept. 15, 1997
Mary Margaret O'Reilly - 51, St. John's
Nov. 4, 1996
Marguerite Dyson - 51, St. John's
Jan. 28, 1988
Margarette Dwyer - 41, Clarenville
1979 - Janet Louvelle - 16, Corner Brook

The Liaison Social Worker

BY ALLISON G. POWER BA, BSW, RSW

In 2004, the Liaison Social Worker (LSW) position was created within the Department of Human Resources, Labour and Employment (HRLE) to respond to the needs of vulnerable clients and client groups who have complex issues, such as, persons living with mental illness, addictions, repeated conflict with the law, and an increase of emergency housing requests. Clients often experience barriers whether they have multiple or stand alone issues. There are three priority areas that are a critical part of this role. They include:

Increased collaboration and dialogue across agencies

With the introduction of the LSW position, HRLE has developed a frontline capability to seek partnership and dialogue with other agencies. The LSW has worked closely with other agency front-line and management staff to form partnerships, address service gaps and client issues.

Linkages

One of the main priorities of an LSW is to provide community and interdepartmental linkages for income support clients who present with complex needs, request services but have yet to be connected to such services. Because LSW’s do not case manage, it is important that clients are supported in navigating through the available services, internal and external. In addition, a LSW will also assist clients who wish to reconnect with community supports.

Community Connections

The LSW team is very involved with community and inter-departmental committees. The committee’s focuses include homelessness, mental health, youth and seniors. Also, the team participates in community initiatives to enhance our understanding of new community programming and to network with community agencies.

Currently, there are eight Liaison Social Work positions across the province. These positions are located in the following regions: 3 positions in the Avalon Region with 2 additional positions to be filled late 2009, 2 positions in Central, 2 positions in Western and 1 position in Labrador. There is a Provincial Team, which maintains regular contact via bi-weekly teleconferences and bi-annual meetings. The team provides support and guidance to each region regarding complex cases, discussion of community trends, and making recommendations to management regarding existing policy.

Expanding Roles

The Department of HRLE has created exciting new programming and initiatives throughout the last couple of years. Since August 2009, I have taken on an exciting new addition to my current role, which now provides LSW support to a team providing intensive career and educational counseling supports to youth between the ages of 18 and 30. This is a team of career development specialists and client service officers located throughout the province working within the Career, Employment and Youth Services Division. Through this team, I help to facilitate linkages and services to youth who may require additional support in the development of their career and/or educational plan.

From a social work perspective and based on a team approach, the client is always considered an expert in his/her life. Respect, dignity, acceptance and self-determination are key values which are embedded in our daily practice. The community and government connections developed through the LSW team have provided a strong foundation to the multi-disciplinary team approach used with clients. As community capacity building is so vital to the Liaison Social Work Team, I look forward to the continued support of community and governmental agencies as well as new partnerships to be developed in the future.
Do You Remember Your First?

BY CLINICAL PRACTICE TEAM, LONG TERM CARE ST. JOHN’S

In May 2009 a provincial teleconference was hosted by the NLASW focusing on the First Available Bed Policy. (Summary Report, 2009, NLASW)

In recognizing the common challenges facing social workers in long term care across the province, a Professional Development Day evolved with input and expertise from the social work community. Our day began with a focus group facilitated by Jody-Lee Farrah, NLASW Social Work Consultant, providing invaluable feedback and a continued desire to move forward in addressing the challenges with service delivery in long term care.

We continued the day with a well-received presentation by Patti Erving, Eastern Health Professional Practice Consultant, entitled “Your Written Reputation”. Patti brought together the importance of documentation, utilizing the CASW Code of Ethics (2005) and the NLASW Standards of Social Work Recording.

The day concluded with Ellen Oliver, MUN School of Social Work Acting Director and Barb Drover, Family Services Program Family Therapist, exploring how to strengthen theory and knowledge in our daily practice. This session re-ignited a passion we already knew and left us with a desire to strengthen our knowledge base.

The opportunities of the Professional Development Day energized and validated the passion within our colleagues to provide excellence in social work service delivery. We continue to move forward in identifying the challenges and seeking solutions that face residents of long term care throughout the province.

Like all good teams, a leader was needed for this day to occur. We would like to acknowledge the talents and contributions of Connie Pilgrim, social worker at The Hoyles-Escasoni Complex, who worked behind the scenes to make this day such a success.

For the 18 social workers in attendance, this meeting with our colleagues from across the province, much experience was shared and there was an opportunity to dialogue on global issues we encounter in our area of practice.

The Professional Development Day was an initiative of the Eastern Health Social Work Clinical Practice Team, resulting from a variety of recent events, which included:

• A meeting in October 2008 with the NLASW and Social Workers in Long Term Care, St. John’s (SWLTC-St. John’s) regarding the delivery of social work services in the region.

• A provincial teleconference hosted by the NLASW was held in November 2008 for all social workers in long term care across the province.

• A Provincial teleconference meeting with our colleagues from across the province.

• In January 2009 the NLASW submitted a report, 2009, NLASW.)

• In May 2009 representatives from the NLASW and SWLTC-St. John’s met with government representatives from the Department of Health and Community Services regarding policy.

• In May 2009 a provincial teleconference

Happenings

ST. JOHN’S - MARCH 25-26, 2010


CRISIS & TRAUMA RESOURCE INSTITUTE INC.

St. John’s - May 11-12, 2010

St. John’s - May 13, 2010

FOR MORE EVENTAL INFORMATION FROM ALGONQUIN

STAMFORD - OCTOBER 12, 2010

In May 2009 the NLASW submitted a pre-budget report seeking priority for Long Term Care services.

In May 2009 representatives from the NLASW and SWLTC-St. John’s met with government representatives from the Department of Health and Community Services regarding policy.

In May 2009 a provincial teleconference

Book Reviews

Outliers: The Story of Success

BY AMY SHEPPARD BSW, RSW

Malcolm Gladwell attempts to answer the question “Why do some people succeed far more than others?” The answer is a challenge to the “American dream,” the idea that with enough hard work and positive attitude anyone can be successful. Rather, Mr. Gladwell posits that the elements that make up success are largely out of one’s control. He argues that something as insidious as your month of birth may largely influence your future. He also challenges ideas about how culture and class contribute to success. The book is incredibly thought provoking and many times throughout reading I found myself relating pieces of his ideals to my social work practice, particularly the challenges he makes to class and culture.

There were a couple of issues I would have liked Mr. Gladwell to expand on and address. His idea of success is a traditional one, largely based on fame and fortune. Furthermore, all examples of success with the exception of one were men. He does not address the gender imbalance.

As a whole, the book was a great read and had some interesting ways of thinking about the world. I highly recommend it.

Push: A Novel

BY MELANIE DUFF-HICKEY BSW, RSW

Like many other of my social work colleagues, I enjoy reading books that illustrate the many values of the social work profession. One of the recent books I read is, “Push: A novel” by Sapphire. This book is set in the 1980’s depicting the story of a young black woman by the name of Claireece “Precious” Jones living in Harlem, New York.

Precious depicts her story from her point of view as a victim of oppression growing up in a poor, dysfunctional family as a victim of abuse and incest. Precious tells her inconceivable story of hardship and her efforts to overcome her struggles as an isolated, unloved and impoverished young woman.

At the beginning of the novel, Precious reveals that she is pregnant for the second time by her father with his second child. Precious makes references to her dealings with the social service system and her efforts to seek support from her mentor. Precious with her brutal honesty, draws the reader in with her disturbing yet inspiring story of brutality, oppression and the courage to survive. The story is told in the characters own dialect. Precious’ language skills improve as the novel progresses thus leaving the reader

and to join in her triumphs, struggles and feelings of being human and nurtured for the first time.

This novel has now been developed into a major motion picture starring Gabourey ‘Gabby’ Sidibe, Mo’Nique, Paula Patton, Mariah Carey, and Lenny Kravitz.

The novel was next to impossible to put down and at times disturbing and told in a graphic manner. It left me as the reader feeling the story was unfinished with many unanswered questions.
Divisive Thinking

By Amy Kendall BA, BSW, RSW

We are all individuals with our own experiences, backgrounds and interests. We all need to learn to value and accept each others’ experiences for what they are. This may not always be easy, but it is a goal we strive for.

Just because other people have experiences that are different than our own does not mean that they are any better or worse than we are. It simply means that our experiences have been different. It is not effective in a helping relationship to subscribe to divisive “us vs. them” thinking when people have different experiences than our own. Recently, I have experienced this divisive thinking in statements made in casual conversation. While the individuals making these statements did not mean to be hurtful or biased in their comments, their comments came across as being harsh and very judgmental. Without realizing it, many people subscribe to the tendency of families and the importance of respecting individuals and their circumstances. The primary goal of this presentation is to eliminate the stigma of children in care sometimes experience in the school system. This presentation has recently debuted in Labrador and it is our goal to bring the presentation to as many schools as possible throughout the province.

We have another presentation for the community which provides general information about fostering and the need for more foster homes. In the past, we’ve presented to Rotary Clubs, Lions Clubs and Kiwanis Clubs. If you know of a workplace, community organization or group presentations, please do not hesitate to contact us.

Currently, there continues to be a provincial shortage of foster homes. If you have even thought about fostering, now is the time to call 709-754-0213, 877-754-0218 (toll free) or email amykendall@nfld.net for more information. If there is someone in your life who you think would make a good foster parent, talk to them about it and encourage them to call for more information.

References:

Kouzes and Posner (2007) describe this aspect of leadership as “people who seize the initiative with enthusiasm, determination, and a desire to make something happen. They embrace the challenge presented by the shifts in their industries or the new demands of the marketplace and commit themselves to creating new possibilities that make a meaningful difference” (p. 165).

I’ve discovered that leadership and promote the profession by the NLASW Representative in your region.

References Resources

Online counseling:

http://www.newfoundwebcounselling.com/online.html

International Society for Mental Health Online (http://www.ismho.org/home.asp)

Online Private Practice Social Work Examples in Canada (http://www.ismho.org/home.asp)

Web_2.0#Social_Work_2.0

The Soloist

By Lisa Zigler MSW, RSW

The Soloist is the moving story of the connections we make with one another throughout our lives. This movie is based on a true story of the friendship between Journalist Steve Lopez (Robert Downey Jr.) and a former classical music prodigy, Nathaniel Anthony Ayers (Jamie Foxx), who Lopez stumbles upon, homeless and playing his Cello in a tunnel in LA. Thinking that there is a story behind this man that will sell newspapers, Lopez endeavors to make a connection with Ayers. Woven throughout this film is the theme of mental health issues, stigma, homelessness, self-determination, and courage and hope. This film is particularly interesting from a social work perspective as it delves into the factors that can lead to homelessness, exclusion and oppression. It reminds us that through compassion, respect and connecting with one another, we not only can help others, we can transform ourselves. The Soloist is out on DVD and would make an excellent gift for any social worker on your gift list.

During the month of March, social workers across Newfoundland and Labrador will celebrate National Social Work Month. National Social Work Month is an opportunity to promote the profession by raising awareness about social work roles, knowledge and skills. Further, it gives all social workers in Canada an occasion to celebrate our social ideals and values, and to tell the world around us that this is what we believe in.

The theme for social work month is poverty and focuses on Social Workers Speaking Up: Poverty Costs. If you would like to join the celebrations in your region or organize an event in your community, we want you to hear from you! Please contact the NLASW Representative in your region.

St.John’s - Niki Legge
niki.legge@nlung.ca

Resources

Online Context:

Social Work 2.0: http://en.wikipedia.org/wiki/Social_Work_2.0

Online Ethics Standards:

http://www.counseling.org

International Society for Mental Health Online (http://www.ismho.org/home.asp)

Online Private Practice Social Work Examples in Canada:

http://chesysolvingonline.ca/default.htm

http://www.newfoundwebcounselling.com/online.html

Online Language & Symbols:

http://www.microsoft.com/windowsexp/communications.mspx

Movie Review

The Soloist

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Acknowledgements

2009 Horizon Award for Outstanding Achievement Under the Age of 35

PRISCILLA CORCORAN MOONEY
B.SC.’99, BA’00, BSW’03

The Alumni Horizon Award honours young alumni who have realized extraordinary achievements before the age of 35.

If you want to achieve a lifetime’s worth of volunteer and community service by the age of 35, you’d better get an early start. Priscilla Corcoran Mooney started early in high school and never stopped. She promoted environmental initiatives as a member of the Green Team at Fatima Academy. After high school, she continued her commitment at her school and she contributed to the school newspaper.

Then she moved to Memorial and a whole new world of opportunity opened up. First of all, unlike most of us, Ms. Corcoran Mooney pursued not one degree, but three. She received her Bachelor of Science in 1999, her Bachelor of Arts in 2000 and her Bachelor of Social Work in 2003.

That was all well and good, but Ms. Corcoran Mooney still had some free time on her hands, so she leapt right into a range of volunteer opportunities. At CHMR, they needed a host for the Christmas Morning Kitchener show, so she put her name forward. She wrote occasionally for both the university newspaper and the provincial daily newspaper. In 2003 her three-part series on the tenth anniversary of the Canadian Better Newspapers Association brought a wealth of knowledge and expertise to the NLASW Board of Directors. Valerie Elson as the central region representative was appointed to the NLASW Board of Directors. Valerie brings a wealth of knowledge and expertise in social work practice.

Ms. Corcoran Mooney also works as a social worker and, with her husband Chris, runs a successful bed and breakfast business in Branch.

Ms. Corcoran Mooney is this year’s winner of Horizon Award recognizing the extraordianary achievements of a Memorial alumna under the age of 35.

Pursued her vision of what life in rural Newfoundland should be like.

She credits her parents for instilling in her the love of rural life and the sense of belonging to her community. This is something she never forgot: She became Branch’s youngest mayor in 2003 and initiated a range of programs to help revitalize the community of Branch. Those initiatives include the Singing Kitchen, acting as vice-chair of the Friends of Cape St. Mary’s, the past treasurer of the recreation committee, and the working with Well Teen Club.

Her famous sign at the community centre listing the top 21 reasons to live in this small community of 300 made regional and national news. In 2007, her volunteer work was recognized nationally with Flare Magazine’s Community Volunteer Award.

ST. JOHN’S REGION
Bobbie Boland, MSW, RSW
Mary Meehan, MSW, RSW
Louise Ormond, MSW, RSW
Jamille Rivera, MSW, RSW
Michelle Sullivan, PhD, RSW
Lisa Zigler, MSW, RSW

WESTERN REGION
B. Elaine Humber, MSW, RSW
Barbara Lambe, BSW, RSW

LABRADOR REGION
Suzanne Wiseman, MSW, RSW

CENTRAL REGION
Valerie Elson, MSW, RSW

EASTERN REGION
Lynn Burke Evely, MSW, RSW
Rosemary Lahey, MSW, RSW

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BY KAREN MOORES BW, RSW

As I near the end of my paid work as a social worker, I am given pause to not only what I do when retired, but indeed what do social workers do when they retire. For social workers, the concept of social work and social justice are intrinsically woven together. Our pursuit of right for the most vulnerable of our population is what makes us who and what we are. To take up a cause, to fight for justice and to seek equality for people are not issues that disappear when the office light is extinguished for the final time. As social workers, if we see injustices we look for ways to make it right. Do we retire from social work or do we take our social work values into “other” avenues?

I have spoken with colleagues who have retired from paid employment and have learned that most are involved in a variety of volunteer activities. Invariably they have indicated they are finally able to give their time and efforts to organizations which while in paid positions were only able to support minimally.

Organizations are benefitting from the expertise offered by our social workers. Volunteerism is alive and well in our province. There are many community groups which currently benefit from the expertise of social workers. We can be found in community recreation centres, food banks, and charitable organizations which promote particular issues.

The needs of vulnerable people are real. We can help in reducing problems for people in ways that make use of our learned and often long-practiced skills. The door is not shut when a social worker retires. It is left ajar and open to many possibilities. I am excited to move ahead in this next step. I have often said that there are times when my paid employment has gotten in the way of my volunteering. In the coming year I am looking forward to the pursuit of social justice, but in my own time and place.

Retirement for social workers can be the beginning of something new and exciting. We are able to set our own schedule and work on causes that look to the greater good. So when the light is turned off in the office for the last time, the light will be turned on for new and exciting possibilities.

Reputation

Section 33 of the Social Workers Association Act holds a social worker accountable for behaving in a way that “harms or tends to harm the standing of social work”. The CASW Code of Ethics (Value 4) states “As individuals, social workers take care in their actions to not bring the reputation of the profession into disrepute.”

Harming the standing or reputation of a profession can encompass conduct outside of professional practice. There are examples whereby regulatory bodies in Canada have disciplined members for conduct unbecoming, and this includes conduct that had occurred in their private lives. A social worker was disciplined when she told a woman with whom her husband had had an affair that he was HIV positive when he was not. A teacher was disciplined for publishing a series of letters in the local newspaper that were considered discriminatory towards homosexuals. The discipline panel, and the Court of Appeal, found that the man’s comments had brought harm to the school system as a whole. The decision read:

Non discrimination is a core value of the public education system; the integrity of that system is dependent upon teachers upholding that value by ensuring the school environment is accepting of all students.

When a teacher makes public statements exposing discriminatory views, and when such views are linked to his or her professional position as a teacher, harm to the integrity of the school system is a necessary result.

We teach people what social work is by taking every opportunity to educate them, and by exhibiting the incredible knowledge, skills and abilities that we have acquired through our social work education. When we are known in our communities as social workers, this becomes part of our public image and when a social worker decides to stop outside what is considered the boundaries of our profession, and to engage in other activities between meetings that are in keeping with their prescribed role. If you require further information about the role of board members please contact the NLASW office for contact information.

Nominations are now being accepted for the 2010-2012 Board of Directors of the NLASW. Nominations are open to any member in good standing with the NLASW whose nomination is supported by two other members in good standing. If you are interested in nominating someone, or being nominated yourself, please photocopy the form below. Nominates must submit a personal statement of no more than 250 words introducing yourself and outlining the skills you will contribute to the NLASW Board of Directors.

Elections are being held this year for the following positions:

- President Elect
- Board Member at Large
- CASW Representative
- Labrador Representative
- St. John’s Representative

Elections for these positions are conducted by secret ballot, via mail. All members in good standing are eligible to nominate, run and vote.

The NLASW Board of Directors is responsible for monitoring the overall functioning of the NLASW and its committees as determined by the Social Workers Association Act. Board members are expected to have a clear understanding of the mandate of the NLASW and an interest in promoting the mission which is Excellence in Social Work.

The goals of NLASW are:

- To regulate the profession of social work in Newfoundland and Labrador.
- To promote the continuing professional education of social workers.
- To promote awareness of the social work profession.
- To engage in social policy analysis and advocacy.
- To be responsive to the profession of social work in all regions of Newfoundland and Labrador.

The Board meets face to face and via teleconference. In addition to reviewing relevant material and taking action in preparation for regular and special board meetings, board members are expected to engage in other activities between meetings that are in keeping with their prescribed role. If you require further information about the role of board members please contact the NLASW office for contact information.
Catching the Winds of Change 3

Conference Faculty
David Epstein
Jill Freedman
Kenneth Hardy
Jan Fook
Maggie Carey
Shona Russell
Jim Duvall
Laura Beres
Todd Augustus-Scot
Water Bera
William Randall
Scot Cooper
Marie-Nathalie Beaudoin
Catrina Brown
and more...

The Maritime Collaborative Therapies Conference
Dalhousie University Halifax, Nova Scotia
June 8-11, 2010

For the full program, conference details and to register online:
www.thewindsofchange.ca

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