



# CASWE-ACFTS

CANADIAN ASSOCIATION FOR SOCIAL WORK EDUCATION  
ASSOCIATION CANADIENNE POUR LA FORMATION EN TRAVAIL SOCIAL

**ANNUAL GENERAL MEETING (AGM) —MINUTES September 13, 2023, 12:00 p.m.- 3:00p.m. (EST)**

**Virtual Meeting via Zoom; Voting via Lumi**

## **1. Welcome and Opening**

Anita Alabi introduced herself as the events/conference coordinator and welcomed all guests. She asked all attendees to change their zoom name to their first and last name as per their CASWE-ACFTS registration. Anita invited guests to have LUMI open as a second screen so that they can see the zoom meeting and vote on LUMI at the same time. Anita asked guests to keep discussion in the chat to the minimum, and to engage with respectful protocol in the chat. Anita asked members to raise their hand and use their microphones to ask questions. Anita explained what to do if tech support is required, and to contact Anita or Renise if an issue persists. Anita asked guests to use the raise hand function to move and second motions, and to lower their hands after. Anita shared that members have 30 seconds to vote. Anita also shared how to access simultaneous interpretation available.

Supportive documents are available for download during the AGM. They can be found on the CASWE-ACFTS website or under the LUMI tab.

### **1.1. Call to Order**

Vicki Verge called the meeting to order at 12:11 p.m. Eastern Time.

Vicki Verge introduced herself as a current CASWE-ACFTS Board member and an Instructor and Faculty Liaison with the University of Manitoba and gave a land acknowledgement. Vicki Verge also invited others in the audience to introduce themselves and to share their land acknowledgement via the chat. Vicki Verge then introduced her Co-chair for the AGM, Marie-Pier Rivest.

Marie-Pier Rivest introduced herself as a Director on the CASWE-ACFTS Board, member of the Executive Committee, of CASWE-ACFTS and a professor at the University of Moncton on traditional unceded Mi'kmaw Territory. Marie-Pier Rivest invited all members to take the time to reflect on the territories on which they are situated. Marie-Pier Rivest shared that in accordance with CASWE-ACFTS reconciliation and decolonization efforts, in their work and processes, it is important to begin the AGM with reflection and authenticity, by way of a traditional opening. Marie-Pier Rivest introduced Bonnie Freeman to provide a traditional opening, who is also a member of the CASWE-ACFTS Board Co-chair of the TC-ISWEN.

### **1.2 Traditional Opening**

After thanking Marie-Pier Rivest, Bonnie Freeman, member of Six Nations of the Grand River, provided a traditional opening to the meeting by sharing the Thanksgiving Address from the Haudenosaunee People, in its English translation.

Marie-Pier Rivest thanked Bonnie Freeman for sharing this traditional opening. Marie-Pier Rivest acknowledged that the AGM is being held virtually again this year. Marie-Pier Rivest reminded members that at last year's AGM, CASWE-ACFTS approved a modification to the By-laws allowing for the AGM to be held virtually or in person.

Marie-Pier Rivest then invites Vicki Verge to present the rules and procedures of the AGM.

### **1.3 Credential Report**

Vicki Verge reported that 33 institutions were represented, and 108 participant members were in attendance for this CASWE-ACFTS AGM. Vicki Verge confirmed that we have reached quorum of the General Assembly as per the CASWE-ACFTS By-laws.

### **1.4 Review of Voting Procedure**

Vicki Verge reviewed the voting procedures, as per section 2.2.1 and 2.2.2 of the CASWE-ACFTS By-laws. Vicki Verge reviewed the By-laws regarding voting weight: all individual members are given a vote that count for 1, all delegates votes count for 2, and those delegates who also chose to be individual members votes count for 3. Vicky then explained that all motions require a mover and a seconder (by "raising" hand on Zoom). Vicki Verge explained voting options for the motion: for, not in favor, abstain, which will occur via an online poll hosted on the platform, LUMI. Vicki Verge explained that Carole Carpot would be monitoring who is moving and seconding motions and would read the names out loud. Vicki Verge advised that as per the Canada Not-for-profit Corporations Act (CNCA), all voting results are anonymous and verifiable. Vicki Verge explained that results would be displayed on the screen Members can contact the designated electoral officer Lisa Ellington if any concerns arise regarding the election of members to the Board of Directors.

### **1.5 Meeting Special Rules**

Vicki Verge reviewed the Meeting Special Rules and reminded members that the rules were shared with membership via Cyberimpact and are also available on our website and the LUMI platform under "documents". She brought members' attention to Pt. 7, reminding them that the 'raised hand' function is to be used to request to speak during the meeting. Vicki Verge asked members to support CASWE-ACFTS by maintaining a calm and orderly space during the meeting today. Vicki Verge reviewed the voting procedures once more, to prepare for the first vote.

Vicki Verge reminded attendees not to use Chat, but to use the "raise your hand" function to move and second the motions, and that the names will be announced by Carole Carpot.

Marie-Pier Rivest facilitated the first motion, calling for someone to move and second the following motion.

***Motion: That the meeting special rules for the 2023 AGM be approved as presented.***

***Moved by/ Danielle Pelland***

***Seconded by/ Janice Chaplin***

Marie-Pier Rivest invited questions on this motion, there were no questions. Members were invited to vote.

Adopted by majority. The motion was carried.

### **1.6 Appointments**

Marie-Pier Rivest shared with membership that Dani Sherwood has been appointed as general secretary for this AGM and will be supported in this role by Caroline Foray and Maimuna Khan. They will form a Committee to review and approve the Minutes of this AGM.

## **2. Agenda**

### **2.1 Approval of Agenda**

Marie-Pier Rivest presented the draft Agenda and reminded members that the agenda is available on our website and that it was shared with them via email before the meeting. It is also available on LUMI. Marie-Pier Rivest noted that according to the Canada Not-for-profit Corporations Act, new motions cannot be added at this time. Members are however welcome to make recommendations for the BOD to consider or to be brought forward at the AGM next year.

***Motion: That the agenda be approved as presented.***

***M/ Andr ea Espenell***

***S/ Marie-Andr e Poirier***

Marie-Pier Rivest invited questions on this motion, there were no questions. Members were invited to vote.

Adopted by majority. The motion was carried.

## **3. Minutes**

### **3.1 Approval of AGM 2022 Minutes**

Vicki Verge presented the motion to approve the Minutes for the 2022 AGM and reminded members of the process for moving and seconding motions.

***Motion: That the 2022 minutes be approved as presented***

***M/ Ellen Perrault***

***S/ Aamir Jamal***

Vicki Verge invited discussion on this motion, there was no discussion. Members were invited to vote.

Adopted by majority. The motion was carried.

#### **4. Reports**

##### **4.1 President and Executive Director's Report**

Vicki Verge introduced the President of the Association, Jason Albert, who thanked Vicki Verge, and as well as Bonnie Freeman for the wonderful Thanksgiving Address opening. Jason Albert introduced himself as coming from the traditional lands of his ancestors, in Treaty #6 Territory, Saskatoon, Saskatchewan, welcomed all members to the AGM, and thanked everyone for attending. Jason Albert also thanked the members of the Board and the various committees, groups, and caucuses for their work, as well as Carole Carpot for her leadership, and shared a warm welcome to the members.

##### **4.2 Treasurer's Report**

Marie-Pier Rivest thanked Jason Albert and introduced Shirley Chau to present on the financial aspects of the Association, sharing that Shirley Chau became the treasurer of the Association in 2021. Shirley Chau in turn thanked Bonnie Freeman, then presented the highlights of the Treasurer's Report:

- Challenging year financially
- Global context of inflation which puts additional pressure
- Commitment to providing main activities like the Conference and key services like accreditation
- Commitment to a fair wage for staff and annual cost of living adjustments
- Significant predicted deficit
- Decision to increase institutional and individual fees, after a 12-year freeze, to balance the budget so the association can keep doing its work to advance social work education

Shirley Chau reminded everyone that the financial statements and audit report are available on the CASWE-ACFTS website.

##### **4.2.1. Review of the Financial statements**

Vicki Verge thanked Shirley Chau and announced that there are three motions for decision regarding financial statements.

***Motion: That the financial statements are accepted.***

***M/ Aamir Jamal***

***S/ Lisa Ellington***

Vicki Verge invited discussion on this motion, there was no discussion. Members were invited to vote.

Adopted by majority. The motion was carried.

#### **4.2.2. Presentation and Approval of the Budget**

***Motion: That the budget for 2023-2024 be approved.***

***M/ Judy MacDonald***

***S/ Yasmin Dean***

Vicki Verge invited discussion on this motion, there was no discussion. Members were invited to vote.

Adopted by majority. The motion was carried.

#### **4.2.3. Appointment of the Auditor**

Vicki Verge introduced a motion regarding a new proposed auditing firm for CASWE-ACFTS, as the previous auditor ceased their activity as auditor. Vicki Verge explained that the first audit with CPA professional Corporation this year went very well. Vicki Verge reminded members that when the auditor resigns, the Board is allowed to appoint a new auditor until the next AGM, which the Board had done.

***Motion: That "Numeris CPA Professional Corporation" be appointed as auditor of CASWE-ACFTS for the year 2023-2024.***

***M/ Oleksandr (Sasha) Kondrashov***

***S/ Bonnie Freeman***

Vicki Verge invited discussion on this motion, there was no discussion. Members were invited to vote.

Adopted by majority. The motion was carried.

Vicki Verge announced the completion of financial motions for this AGM and thanked Shirley Chau for her work on behalf of the Association.

#### **4.3 Table provinciale du Québec's Report**

Marie-Pier Rivest thanked Vicki Verge and introduced the various constituency groups of CASWE-ACFTS, reminding members that all reports from constituency groups are available on the CASWE-ACFTS website.

Marie-Pier Rivest presented Marie-Andrée Poirier, Co-chair for the Table provinciale du Québec and asked if anybody had any question for Marie-Andrée Poirier regarding the Table provinciale du Québec Report.

Marie-Andrée Poirier introduced herself and presented the Table provinciale du Québec Report. Marie-Andrée Poirier reminded everyone that the Table provinciale du Québec brings together the directors of Quebec's schools of social work, and that its mandate is to promote the discipline of social work. Marie-Andrée Poirier mentioned that this year, the Table provinciale worked in particular on: welcoming and

supporting new directors in Quebec's schools of social work, supporting schools of social work in their accreditation procedures, and drafting a brief to be presented at the general meetings of Schools of Social Work in Quebec.

There were no questions for the Table provinciale du Québec.

#### **4.4 Thunderbird Circle - Indigenous Social Work Educators' Network Report**

Marie-Pier Rivest thanked Marie-Andrée Poirier and presented Bonnie Freeman, Co-chair for the Thunderbird Circle - Indigenous Social Work Educators' Network and asked if anybody had any questions regarding the Thunderbird Circle - Indigenous Social Work Educators' Network Report.

Bonnie Freeman stepped in as Co-chair after Billie Allan left their role with CASWE-ACFTS.

Bonnie Freeman presented the Thunderbird Circle - Indigenous Social Work Educators' Network Report. This year the Thunderbird Circle had two zoom business meetings and two Bannock social connection meetings. They were able to connect and come together in-person during the CASWE-ACFTS conference, where they met on May 31, and had approximately 25 members attend. They shared a meal, while beading strawberries and corn. They also honoured members, including Susan Manitowabi, who will be retiring soon, as well as one of their past Thunderbird Circle leaders, Shelly Mukwa Johnson.

Bonnie Freeman shared that the Thunderbird Circle are making plans to continue with the zoom meetings and their Tea and Bannock social meetings, during which times they will be sharing information regarding important decisions from CASWE-ACFTS with Thunderbird Circle members.

Co-chairs Gladys Rowe and Bonnie Freeman are also making plans for a Thunderbird Circle Website, to honour the Circles' history, and past and current members. On the website, members will be able to post different events and publications, honouring what Thunderbird Circle members have accomplished. The Thunderbird Circle is also involved with the Race, gender, and Diversity (RGD) Tâpwewin Project, as part of the research team, which includes 13 Indigenous and settler scholar allies. Tâpwewin in Cree means the act of telling the truth. Bonnie Freeman invited members to contact Amanda Lavallee and Raven Sinclair to learn more. Bonnie also acknowledged Thunderbird Circle member, Dr. Marlyn Bennett, who is now Tier II CRC in Indigenous Children's Well-Being.

There were no questions for the Thunderbird Circle - Indigenous Social Work Educators' Network.

#### **4.5 Commission on Accreditation Report**

Marie-Pier Rivest thanked Bonnie Freeman. Marie-Pier Rivest presented Ginette Berteau, Co-chair for the Commission on Accreditation, and asked if anybody had any questions regarding the Commission on Accreditation Report.

Ginette Berteau spoke on behalf of the Commission on Accreditation.

- Some programs, notably pre-accreditation ones, have submitted progress reports and at least one visit report based on new standards.
- Concerns exist for both the schools and the COA, regarding the implementation of new standards, particularly in area 3 (learning objectives) where the most change is required, prompting the COA to seek ways to evaluate these new standards.
- Schools with both BSW and MSW programs are asking us to merging accreditation of the two cycles. The only constraint is the docking time.

- Overall, merging cycles seems beneficial, since much of the information is the same, and this could enhance congruence between schools.
- Evaluating both programs is very demanding for everyone involved. The self-assessment report is stronger. However, this could require extending visit durations by 1 or 2 days, posing challenges for commissioners who would then be absent for longer.
- Visit reports are taking longer to complete.
- The COA would like to prompt for the need for a new committee on Educational Policies and Accreditation Standards (EPAS) to monitor progress.
- The abundance of learning objectives is causing schools to be concerned about feasibility.
- Decision on the entry to practice exam is pending and will be discussed in January 2024 meeting.
- Some colleges have approached the COA regarding pre-accreditation processes.
  - Anglophones grasp the concept of colleges, while Quebec commissions are having difficulty understanding this concept.
  - Similar demands may come from CEGEP programs.
- The COA acknowledges the BOD's efforts to ease its workload.
- The need for expanding the COA and hiring more support staff is currently in question.

There were no questions for the Commission on Accreditation.

#### **4.6 Canadian Social Work Review Report**

Marie-Pier Rivest thanked Ginette Berteau and presented Jeanette Schmid, Co-editor for the *Canadian Social Work Review*, and asked if anybody had any questions for Jeanette Schmid regarding the Editorial Board's report.

Jeanette Schmid spoke on behalf of the *Canadian Social Work Review* Editorial Board, explaining that the board is committed to creating space for a variety of knowledges to be represented and to not simply replicate dominant knowledges. The Editorial Board recognizes that social work in Canada will be strengthened by such inclusiveness and diversity. Jeanette Schmid reminded members that this review represents the voice of social work in Canada and invited members to offer their manuscript and to offer their services as reviewers, as this was **their** Journal. Jeanette Schmid thanked all those who have published with them and all of those who have served as reviewers.

There were no questions regarding the *Canadian Social Work Review* Report.

#### **4.7 Caucuses' Reports**

Vicki Verge thanked Jeanette Schmid and introduced to members to the caucuses. Vicki Verge reminded members that the reports are available on the Association's website and that only one Chair or Co-chair from each caucus is available to answer questions or receive comments.

- **Queer Caucus, Chair: Nick Mulé**

Vicki Verge started the presentation of the caucus reports with the Queer caucus and the Chair, Nick Mulé, and invited questions regarding the caucus report.

There were no questions for the Queer Caucus.

- **(dis) Ability Caucus, Co-chairs: Irene Carter**

Vicki Verge thanked Nick Mulé and called on Irene Carter, Co-chair of the (dis)Ability Caucus and asked if there were any questions or comments regarding this report.

There were no questions for the (dis) Ability Caucus.

- **Racial, Ethnic and Cultural Caucus, Co-chairs: Ed Ou Jin Lee and Jorge Flores-Aranda**

Vicki Verge thanked Irene Carter and called on Ed Ou Jin Lee, Co-chair of the Racial, Ethnic and Cultural Issues Caucus and asked if there are any questions or comments regarding the caucus report.

There were no questions for the Racial, Ethnic, and Cultural Issues Caucus.

- **Women's Caucus, Co-chairs: Kusum Bhatta**

Vicki Verge thanked Ed Ou Jin Lee and called on Kusum Bhatta, new Chair of the Women's Caucus and asked if there are any questions or comments regarding the caucus report.

Carole Carpot welcomed Kusum Bhatta as the new Chair of the Women's Caucus.

There were no questions for the Women's Caucus.

#### **4.8 Committees' Reports**

Marie-Pier Rivest thanked Kusum Bhatta and introduced the committee reports by reminding membership that all the reports are available on the CASWE-ACFTS website and that the Chairs or Co-chairs are available to answer questions.

- **Student Committee, Co-chairs: Maimuna Khan and Caroline Foray**

Marie-Pier Rivest proceeded to introduce the Student Committee Co-chair, Maimuna Khan, and asked if there were any questions or comments regarding the Student Committee report.

There were no questions for the Student Committee.

- **Field Education Committee, Co-chairs: Kelly Allison, Wayne Ambrose-Miller and Cyndi Hall**

Marie-Pier Rivest thanked Maimuna Khan, and called upon Kelly Allison, Co-chair of the Field Education Committee, and asked membership if they had any questions regarding the Field Education Committee report.

There were no questions for the Field Education Committee.

- **International Affairs Committee, Co-chairs: Aamir Jamal**



Marie-Pier Rivest thanked Kelly Allison, called upon Co-chair of the International Affairs Committee, Aamir Jamal, and asked membership if they had any question for regarding the International Affairs Committee report.

There were no questions for the International Affairs Committee.

- **Social Policy and Advocacy Committee Co-chairs: Anita Vaillancourt and Oleksandr Kondrashov**

Marie-Pier Rivest thanked Aamir Jamal, and introduced Oleksandr (Sasha) Kondrashov, Co-chair of the Social Policy and Advocacy Committee and asked membership if they had any questions.

There were no questions for the Social Policy and Advocacy Committee.

- **Committee on Francophone Social Work in Linguistic Minority Contexts, Chair: Elda Savoie**

Marie-Pier Rivest thanked Oleksandr (Sasha) Kondrashov, and introduced Elda Savoie, Chair of the Committee on Francophone Social Work in Linguistic Minority Contexts and asked membership if they had any questions.

There were no questions for the Committee on Francophone Social Work in Linguistic Minority Contexts.

- **Nominating Committee Report, Co-chairs: Marie-Pier Rivest**

Vicki Verge introduced the Chair of the Nominating Committee, Marie-Pier Rivest to present on behalf of the Committee.

Marie-Pier Rivest reminded everyone that the Nominations Committee is a standing committee of the CASWE-ACFTS Board of Directors, reporting to the Board, whose role is to ensure the validity of nominations and to present a list of candidates for positions to be filled on the Board and in the various committees and working groups. Marie-Pier Rivest mentions that this year, 3 positions, previously held by Billie Allan, former president of CASWE-ACFTS and representative of the Indigenous Social Work Educators Network, Raquel Harris-Wright, student representative, and Janice Chaplin, general member, are vacant.

Marie-Pier Rivest reported that the Nominations Committee had received 2 nominations: Bonnie Freeman, who joined the Board following the resignation of Billie Allan and the Indigenous Social Work Educators Network, and Caroline Foray, Co-chair of the Student Committee and interim student representative on the Board following the resignation of Raquel Harris-Wright. No applications were received for the general membership.

#### **4.9 Working Group Reports**

Vicki Verge introduced the working groups. Vicki Verge mentioned to the membership that the working groups are not committees of the Board but are accountable to the Board. They have a single focus and support specific goals and/or projects within CASWE-ACFTS.

- **CTC—Commitment to Change, Co-chairs: Janice Chaplin and Elizabeth Carlson-Manathara**

Vicki Verge thanked Janice Chaplin for her work on the working group, and invited Elizabeth Carlson-Manathara to share brief highlights of the report.

Elizabeth Carlson-Manathara in turn thanked Janice Chaplin for her involvement and invited a Board member to join the group as Co-chair. Elizabeth Carlson-Manathara shared the current priorities of the Commitment to Change Working Group, including the revision of the Terms of Reference, the revision of the Statement of Complicity and Commitment to Change, the place of bilingualism and the importance of the voices of indigenous and racialized people within CASWE-ACFTS, but more broadly in social work.

There were no questions for the Commitment to Change Working Group.

- **Governance Working Group, Co-chairs: Cyndi Hall**

Vicki Verge thanked Elizabeth Carlson-Manathara and gave the floor to Cyndi Hall, Co-chair of the governance working group.

Cyndi thanked Carole and working group members for their work.

Cyndi Hall represented the Governance Working Group, providing an oral report. Cyndi Hall explained that the Governance Task Force recommended a complete revision of the By-laws in view of the many inconsistencies with the current operation of CASWE-ACFTS and with the Canada Not-for-profit Corporations Act.

Cyndi Hall reported that the Governance Working Group had, among other things, recommended the creation of Taskforce last year to clarify: membership categories; processes, rights and responsibilities of institutional members; processes, rights and responsibilities of individual members; and nomination processes for the AGM, as well as to review membership fees and procedures for transitions at the end of Constituent Group and Board mandates. Unfortunately, no member with the relevant expertise and needed availability shared interest to join this Taskforce. It was decided to pursue the work within the Governance Working group, with a slightly modified membership, as Jacqueline Fields joined the group.

Cindy Hall mentioned that, in addition to the suggested changes, the Governance Working Group has also identified future steps that will lead to the successful amendment of the CASWE-ACFTS By-laws:

- o Hosting an information session open to institutional and individual members to explain further changes in more details
- o Draft an updated version of the By-laws
- o Convene a special meeting to seek approval of the updated By-laws.

This work is being constantly carried out in collaboration with legal counsel Raquel Chisholm, to ensure compliance with the Canada Not-for-profit Corporations Act.

There were no questions for Governance Working Group.

Marie-Pier Rivest thanked Cyndi Hall and the Governance Working Group for their extraordinary efforts and recommendations.

## **5. Members' Resolution**

Marie-Pier Rivest shared that there is a motion on the floor to discuss entrance to practice exams, brought forward by CASWE-ACFTS member, Ameil Joseph. Marie-Pier Rivest advised members that there are 45 minutes reserved for this conversation, asking members to keep their contributions brief and precise. Marie-Pier Rivest welcomed Carole Carpot to contextualize the issue.

### **5.1. Entry to Practice Exams**

Carole Carpot shared that the issue of entry to practice exams has been debated for years between the 3 pillars of the profession: regulators, educators, and practitioners; in recent months, this debate has been vehemently reignited with discussions about the implementation of an exam, developed by ASWB, in Ontario by 2027. ASWB is the Association of Social Work Boards, an American organization that also manages fees for exam takers.

Carole Carpot shared that in May 2023, the CASWE-ACFTS Board of Directors shared a statement expressing concern about the proposed "entry-to-practice" exams in Ontario and inviting further conversations about assessing competency and readiness to practice for social workers in Ontario, but also across the country.

Carole Carpot explained that in its current state, this exam alone would be the gatekeeping tool to access registration and therefore to the profession, which raises certain questions about the consideration of social work programs and the social work curriculum. Carole further clarified that while raising concerns about adverse impacts on social work education and future social work graduates from a social justice lens is within CASWE-ACFTS' scope of action, implementation of this entry to practice exam is a regulatory decision and therefore outside of the CASWE-ACFTS' mandate, which has made CASWE-ACFTS' advocacy efforts very intricate, draining, and tedious.

Carole Carpot stated that CASWE-ACFTS remained committed to collaborating with the other 2 pillars of the profession as well as ASWB to find a robust compromise on this issue and give a meaningful voice to the serious concerns we have; communication has not been ruptured. Carole explained that the next step would be to suggest to the partners the creation of a Taskforce to work specifically on competency assessment in the Canadian context, considering decolonial and francophone realities and alternatives to the exam currently presented.

Carole Carpot called on the whole community to be involved and to support CASWE-ACFTS who cannot have the desired impact alone. Carole Carpot invited all members to join those advocacy efforts, not against ASWB or against regulators, but for an inclusive, anti-racist future for young social work graduates, so they can proficiently accomplish their mission to the public, with legitimacy and professionalism, whether they choose to focus on micro, mezzo, or macro practice.

Carole Carpot invited Ameil Joseph, who brought this motion forward, to offer his perspective on this issue, explaining that there would be time for a discussion afterwards and reminding members of the 45 minutes dedicated to this item.

Ameil Joseph, Associate Professor at McMaster University's School of Social Work, presented the background to his motion.

Ameil shared that the Ontario College of Social Workers and Social Service Worker (OCSWSSW) (the regulatory body for social workers and social service workers in Ontario) passed a motion in September of

2021 to approve "entry-to-practice" examinations for social work and social service work applicants to the college. The OCSWSSW has also declared that the Association of Social Work Boards (ASWB) is responsible for developing and implementing the exams. While many have raised concerns about this motion and the exam itself, the implementation process continues to advance with plans to launch these exams in Ontario in 2027. As an open letter signed by over 1075 people thus far, entitled *Taking a stand against systemic discrimination: Stop the social work "entry to practice" exam in Ontario*, has highlighted, an analysis from of the ASWB exam pass rates from 2018-2021 showed an approximately 80% first-time pass rate for White graduates and around a 40% first-time pass rate for Black graduates. Indigenous graduates passed at around a 60% rate their first try and both Asian and Latinx graduates fared only slightly better.

Ameil continued to explain that there has been widespread analysis and critique of standardized testing. The histories of experimentation and the racist beginning of standardized testing are well known. The NASW has publicly voiced opposition to the exams as well. When Ameil contacted the ASWB, they alluded to existing disparities and inequities as the reason for these current ones and suggested their statistical rigour, and diversity ensures for them the integrity of these tests.

Ameil stated that in Canada, all accredited schools of Social Work are accredited through a substantive and comprehensive review process. Graduates from these programs already demonstrate their capacity to practice. A test that then produces inequities cannot be attributed to broader societal inequities when they have already completed accredited programs where those explanations would have resulted in incompleteness of their accredited program requirements. Also, if the statistical analysis to mitigate bias was sound, the test would not produce the inequities that it does. This would reveal the need for a more thorough analysis of qualitative, systemic, historical, and contemporary issues of inequity that are revealed in the empirical outcomes of inequity that are also known.

Ameil explained that while the ABSW thanked him for his feedback, he urges CASWE-ACFTS to share more of this feedback with the ABSW. Ameil called on all agencies, organization, community members, allies, in solidarity with those who wish to disarm the technologies of racial order making so that they know we care about ending this and why. Ameil further illustrated that currently there is no report or study nor analysis that demonstrates that these tests are fair, accessible, equitable in terms of their costs to write, nor that they protect the public in any way. Ameil argued that given that what we do know is that these tests produce harm to racialized groups, the project of racial experimentation at work here should be enough ground to refuse to support it.

Ameil then quoted the CASWE-ACFTS Commitment to Change webpage, drawing attention to two points: (1) acknowledge that colonizing narratives, policies, and practices have been, and continue to be, embedded in social work education, research, and practice, and (2) commit, within our individual spheres of influence, to act in ways that lessen and eventually end such harms, thereby opening spaces to offer genuine apologies.

Ameil concluded that an acknowledgement of complicity is necessary right now. Ameil called for necessary action right now to lessen and work to end such harms, so as not to create another set of violent outcomes in social work that we then need to apologize for.

Marie-Pier Rivest welcomed comments and suggestions from the general members regarding this issue.

There was no oral discussion on this issue. Many members used the chat function to share appreciation to both Carole and Ameil for their analyses on this issue.

***Motion: Whereas the ASWB examinations have been found to disproportionately negatively and inequitably impact Black, Indigenous, and other racialized groups, restricting their entry to practice in the profession of Social Work,***

***And whereas no report or study has been produced that supports the use of these multiple-choice exams in terms of accessibility, fairness, and protection of the public,***

***Be it be moved that CASWE-ACFTS refuse to support the implementation of the ASWB examinations in Canada as they are presented to date.***

***M/ Marie-Andrée Poirier***

***S/ Susan Cadell***

Marie-Pier Rivest invited questions on this motion, there were no questions. Members were invited to vote.

Adopted by majority. 91% approved, 8% abstained. The motion was carried.

## **6. Elections**

### **6.1 Election to the Board of Directors**

Marie-Pier Rivest reviewed the election process and rules. LUMI is contracted to provide voting and ensure anonymity of voters, and is also verifiable if ever the votes are called into question. Marie-Pier Rivest presented a slate of candidates to the Board of Directions in accordance with the CNCA. The Slate of Candidates was posted to the Association website and provided to members in advance of the AGM, and can also be accessed on LUMI.

Vicki Verge thanked Marie Pier-Rivest, Chair of the Nominating Committee, and Yahya El-Lahib, the other member of the Nominating Committee, for the work they have done in the 2022-2023 year.

Vicki Verge advised that Slate of Candidates was completed in accordance with the CNCA. Vicki Verge reminded everyone of the criteria to stand for election to the Board of Directors, as per article 5.3 of the CASWE-ACFTS By-laws.

Vickie Verge called for nominations to the Board of Directors from the floor. Vicki Verge reminded members that the CASWE-ACFTS legal counsel has confirmed that a motion was not required.

Oleksandr (Sasha) Kondrashov shared that they wanted to nominate Juliana West from the general membership. Vicki Verge confirms with Juliana West her interest in being nominated as a member of the Board and verified that Juliana West met the eligibility criteria. Juliana West confirmed both points. Vicki Verge then invited Juliana West to present an oral candidacy statement to the assembly. Juliana West proceeded to offer a few words of presentation to AGM attendees.

Vicki Verge declared nominations closed and proceeded with the election process.

***Attendees were invited to vote for each of the three candidates nominated for election to the Board of Directors, Bonnie Freeman, Caroline Foray, and Juliana West.***

## **6.2 Election to Nominating Committee**

Vicki Verge explained the process of electing members to the Nominating Committee, explaining that the election of 2 members to the Nominating Committee is required.

Vicki Verge called for nominees for the Nominating Committee, from the floor.

No nominations were put forward from the floor. Vickie Verge explained that the newly elected Board will need to identify avenues to complete the membership of this Committee promptly.

## **7. Special Orders**

### **7.1 Proposed Action Plan 2023-2024**

Marie-Pier Rivest invited Shirley Chau and Janice Chaplin to present the Proposed Action Plan for 2023-2024, and reminded members that the Action Plan is available on the CASWE-ACFTS website and is also available through the LUMI platform.

#### **7.1.1. Presentation and approval of the 2023-2024 Action Plan**

Janice Chaplin and Shirley Chau presented the Proposed Action Plan on behalf of the Board of Directors. Janice reminded members that the format of the Action Plan was amended last year, to make it more fitting to the reality of the work that CASWE-ACFTS is undertaking. This Work Plan encompasses indicators spanning 3 years and acknowledges ongoing goals/ pieces of work inherent to CASWE-ACFTS's mission.

Janice Chaplin presents sections 1 and 2 of the Action Plan, which focus on Reconciliation and relationship building. More specifically, Janice Chaplin noted that:

- A new coordinator has been hired for the Commitment to Change (CTC) Working Group.
- The CTC Working Group has recruited new members and has formed specific task groups to facilitate the implementation of the group's objectives.
- Networking events have been created for Black scholars and students.
- The Memorandum of Understanding with CASW-ACTS has been renewed, and collaborative work continues with the 3 pillars of the profession within the Intersectoral Committee.
- CASWE-ACFTS is developing its relations with international partners by sitting on the Boards of IASSW and NACASSW, the North American and Caribbean Association of Schools of Social Work. Janice Chaplin mentions that CASWE-ACFTS has also been invited to sit on the Kendall Institute (Council on Social Work Education, CSWE).

Shirley Chau presented sections 3 and 4, which focus on the association's Services and Activities, as well as Organizational Strengthening. In particular, Shirley Chau noted that:

- CASWE-ACFTS continues to support the Commission on Accreditation (COA), particularly in the implementation of new Educational Policies and Accreditation Standards (EPAS) to maintain best practices and reflect on areas for growth.
- CASWE-ACFTS has updated and relaunched its database survey project, with the help of a newly re-convened working group supported by a staff member.

- CASWE-ACFTS will develop strategies to diversify its sources of revenue in light of the economic context.
- CASWE-ACFTS was able to bring its members together, both virtually and in person, by organizing two successful conferences in 2022-2023.
- CASWE-ACFTS continues its work to ensure visibility for both official languages and for Indigenous languages within the association and at its events.
- CASWE-ACFTS reviewed its By-laws and proposed amendments.
- CASWE-ACFTS has maintained its commitment to social justice and advocacy through involvement in various committees and support of the CASWE-ACFTS Board of Directors.

Shirley Chau pointed out that many objectives have been achieved, while some unexpected issues or pieces of work were also added

No questions were asked regarding the Action Plan.

***Motion: That the Action Plan 2023-24 be approved.***

***M/ Janice Chaplin***

***S/ Donna Jeffery***

Marie-Pier Rivest invited questions on this motion, there were no questions. Members were invited to vote.

Adopted by majority. The motion was carried.

## **8. New Business**

Vickie Verge opened the floor for new business to be presented.

Susan Hillock, a member of the assembly, proposed the creation of a new committee to focus on environmental issues, the Green Caucus, and to integrate the theme of social work and the environment into future CASWE-ACFTS events. This proposal was supported by Ginette Berteau, who thought it was a good and relevant idea.

There were no other new business, comments, or recommendations.

## **9. Farewells and Acknowledgments 2022-2023**

Jason Albert acknowledged past CASWE-ACFTS president Billie Allan for her wonderful work as past president, and her contribution to enormous growth and advances in social work education, noting her integral role in this process, and her tireless dedication, respect, and humility as a leader. Jason Albert thanked Billie Allan on behalf of CASWE-ACFTS, crediting her as role model to him in his position.

Carole Carpot acknowledged and thanked the entire CASWE-ACFTS staff team for their outstanding work in preparing for the AGM and all other activities and events offered by CASWE-ACFTS, listing a few of the many tasks that were required to prepare for this AGM. Carole thanked the 15 following staff and in no

particular order: Marie-Christine Bois, Accreditation Coordinator and Managing Editor, Anita Alabi, Event Coordinator, Renise Robichaud Communications Coordinator, Dani Sherwood CTC Coordinator, Laura Thibodeau Capacity Building Coordinator, and Caroline Babryn, CASWE-ACFTS's long-term accountant.

## **10. Announcements**

### **10.1 Election Results**

Election results were displayed for attendees to see. Marie-Pier Rivest congratulated and welcomed 3 new Directors of the Board: Bonnie Freeman, Caroline Foray, Juliana West.

Jason Albert presented a motion to destroy the electronic ballots.

***Motion: That the electronic ballots be destroyed after 48 hours.***

***M/ Yahya El-Lahib***

***S/ Yasmin Dean***

Jason Albert invited discussion on this motion. There was no discussion. Members were invited to vote.

Adopted by majority. The motion was carried.

## **11. Adjournment**

Vicki Verge thanked Jason Albert. Vicki Verge asked to adjourn the meeting and reminded members of the procedure to move and second the motion, as well as to vote on the motion.

***Motion: That the meeting be adjourned.***

***M/ Cyndi Hall***

***S/ Maxine Banville***

Vicki Verge invited discussion on this motion. There was no discussion. Members were invited to vote.

Adopted unanimously. The motion was carried.

Vicki Verge spoke on behalf of the Board of Directors and thanked everyone for attending the online AGM. The CASWE-ACFTS Annual General Meeting was adjourned at 2:38 pm E.T.