



BULLETIN

**SECTION DE L'EST: L'ASSOCIATION DES
TRAVAILLEUSES ET TRAVAILLEURS SOCIAUX DE L'ONTARIO**

Spring/Printemps
2009 (Vol. 35 No. 1)

Continuing Education and Social Workers

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EASTERN BRANCH NEWS

PRESIDENT'S REPORT 2008

Glenn Drover, the Eastern Branch President, has been in France for the past several months and in his absence I have served as the interim president. This would have been a formidable task if it weren't for experienced, very capable board members who have guided me in the work. I want to express particular appreciation to Margaret Nelson and Barbara Merriam.

With the reduction in the provincial allocation to the Branch and with the departure of our administrative assistant Jennifer Graham, we have decided to vacate our office space at 343 Chapel and move down the street to Heartwood House at 153 Chapel St. where we will be sharing space with the Aphasia Centre. The monthly rents are reduced somewhat from what we have been paying and while there are one-time costs incurred with relocation and set-up, we are optimistic that overall this will be a positive move and that the space available will be appropriate for our needs.

Planning for the 2009 AGM and Gala is well underway. Please mark April 29th on your calendar and come out for an enjoyable evening. The annual gala is always a great time to connect with others in the profession, see old friends and hear a scintillating talk. Another popular part of the evening is our auction where you can get great gifts and at the same time provide financial

Bulletin

The Official Publication of the Branch

Le Bulletin est publié trois fois par année : Fall/Automne, Spring/Printemps, et Summer/Été. The Publication Committee welcomes submissions that examine public health and social issues, discuss local, regional or provincial issues in social work/social welfare, or which share social work information of interest to social workers or the social service public.

Toutes contributions seront considérées pour publication; les articles sur des questions relatives au travail social/ bien-être social, tant sur le plan local, régional ou provincial ainsi que des renseignements d'intérêt public ou professionnel. Preferred length is **500 words** (600 words maximum). **All articles require a précis!**

Submissions may be e-mailed to the address below. They must be in an IBM-compatible word processing format.

Subscription Price: Members and Non-members \$12. Single issues: \$4.

Classified ads/Annonces : Cost/coût : Full page \$90. Half page \$60. Quarter page \$30. Deadline /date limite : le 17 octobre, le 17 février et le 17 mai.

Contact Graeme Roderick at (613) 226-7081, or request an ad circular from the Branch Office at (613) 238-8406.

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Send submissions and ads by e-mail to/faire parvenir soumissions et annonces par courriel à :

reacheb@magma.ca

THE BULLETIN FOR SUMMER 2009

“SOCIAL ASSISTANCE”

Deadline for submissions: May 17, 2009.
Your news, articles and ideas for this issue are welcomed.

support to social work students at Ottawa U and Carleton.

This year's Gala talk is *Hard Times – Tough Choices*. It will be delivered by Mary Martha Hale who is the executive director of Centre 454. The Centre provides daily support services to hundreds of homeless and at risk people in our city. Over the past several months we have all been inundated with news first of an impending recession and then of the impact of falling stocks, shrinking pension plans and job layoffs. Ms. Hale will focus on impacts of the recession that haven't hit the front pages of our newspapers. The impact on those whose concerns are not about the decrease in RRSP's but about getting the next meal; those whose worries are not about making next month's mortgage payment but about having a roof over their head tonight.

The Branch supported events in this community that focused on the profession during National Social Work Week in early March. This year's theme was *Making a Difference in the Lives of Older Adults and their Families*. Our profession has a long history of working with the elderly and their families. Considering the demographics of our country, working with seniors will likely be an expanding field of practice for social workers. The Summer 2008 *Bulletin* focused on Social Work and Seniors. You might find it worthwhile rereading some of the articles printed there.

Martha Wiebe,
Interim President

RAPPORT DU PRÉSIDENT 2008

Glen Drover, président de la Section de l'Est étant en France depuis plusieurs mois déjà, j'ai agi comme présidente dans l'interim. Cela aurait été une tâche presque impossible n'eurent été l'expérience et l'aide reçue des membres du Conseil. Je désire remercier surtout Margaret Nelson et Barbara Merriam.

Suite à la réduction de l'allocation provinciale à la Section et au départ de notre assistante administrative Jennifer Graham, nous avons

décidé de quitter notre local au 343 rue Chapel pour nous resituer à Heartwood House, au 153 rue Chapel où nous partagerons un bureau avec le Centre Aphasia. Le coût du loyer est quelque peu réduit et malgré des dépenses associées au déménagement et à l'installation, nous voyons ce réaménagement d'un bon œil et nous sommes confiants que le local nous conviendra.

La planification de l'AGA 2009 et de la soirée de gala va de l'avant. Notez bien à votre calendrier le 29 avril afin de pouvoir assister à une soirée des plus agréables. Le gala annuel offre toujours une bonne occasion de se rapprocher des autres membres de la profession, de renouer avec de vieux amis et d'entendre une présentation animée. Vous pourrez en plus faire l'achat de cadeaux intéressants à notre populaire vente aux enchères, dont les profits sont versés aux fonds des bourses pour les étudiantes et étudiants en travail social des Universités d'Ottawa et Carleton.

Intitulée « *Hard Times, Tough Choices* », la conférence de la soirée de gala sera prononcée par Mary Martha Hale, directrice du Centre 454. Ce Centre fournit des services à des centaines de personnes vulnérables ou sans-abri de notre communauté. Depuis plusieurs mois, les médias ne cessent de prédire l'arrivée prochaine d'une récession, de décrier les impacts des pertes de valeurs d'actions boursières, de la fragilisation des plans de retraite et des mises à pied. Madame Hale nous parlera des effets de la récession n'ayant pas fait la une des journaux, de ceux subis par les gens ne se préoccupant non pas de REER ou de paiements hypothécaires, mais plutôt de savoir d'où viendra leur prochain repas, comment réussir à se trouver un gîte pour la prochaine nuit.

Au cours de la semaine nationale du travail social, la Section a appuyé les activités dans notre communauté ayant eu trait à notre profession. Le thème retenu cette année était *Les travailleuses et les travailleurs sociaux : une source de mieux-être dans la vie des aînés et de leur famille*. Notre profession œuvre depuis longtemps avec les aînés et leurs familles et les données démographiques laissent à voir un accroissement de la demande des services que nous leur offrons. Le thème du *Bulletin* de l'été

2008 ayant justement été le travail social et les aînés, nous vous encourageons à consulter ce numéro pour y relire les articles sur le sujet.

Martha Wiebe
Présidente par interim

BRANCH REPRESENTATIVE TO OASW

OASW BOARD MEETING FEBRUARY 2009

The OASW provincial board convened via teleconference February 22nd. Considerable time was devoted to discussing the implementation of restructuring as well as ongoing professional and social advocacy efforts.

The Organizational Review Task Group has been working within the context of the following motion, passed by OASW's Board of Directors in October 2008:

To approve, in principle, the governance model proposed by the Organizational Review Task Group, which includes reducing the Board size to a 15-member Elected Representational Board Model and establishing a Council of Branches.

Since the last Board meeting, the activities of the Organizational Task Group have focused on:

1. Reduction of the Executive Committee (from 7 to 5)
2. Election of Regional Members-at-Large (7)
3. Election/selection of Non-Regional Directors.

The process of selecting/electing the positions of Francophone Director, National Director and Student Director needs to be reviewed to ensure that the process is clear and in keeping with current practices.

- OASW is setting up a **Health Care Advisory Group**. The Advisory Group includes social work leaders from the various sectors and will provide leadership and advice to the Association to promote and enhance the role of social work across the entire health care sector

in the areas of policy, practice, research, education and advocacy.

- OASW's **Government Relations Advisory Committee** continues to work to monitor and refine OASW's Government Relations Strategy. Following the October 2008 Board meeting, a one-pager was developed to provide "how-to" information to assist members to set up meetings with their local MPP.
- Discussions are taking place between representatives of OASW and the Ontario College of Family Physicians to explore ways to promote a better understanding of the scope of social work practice and **the role of social workers within Family Health Teams** across the province. The discussions are to differentiate the qualifications and skills of social workers from individuals working as mental health workers.
- OASW's **Children and Youth Advisory Group** is implementing its work plan. Its priorities are situated within a social justice framework and include: the exploration of ways to promote the government policy directive of "fully engaging" children and youth in the planning, delivery and provision of the services they receive; leadership within the profession and enhancing the understanding of evidence-based practice; and an examination of ways to enhance social work skills and competencies related to social and professional advocacy.
- It's official! OASW received one-year funding to revise and publish **OASW's Elder Abuse: A Practical Handbook for Service Providers (1992)** through the *New Horizons for Seniors Program*, Human Resources and Skills Development Canada (HRSDC).
- On January 15th, **OASW's Committee on Issues of Aging** wrote to Aileen Carroll, Minister Responsible for Seniors, expressing concern and offering support and assistance to move forward legislation aimed at protecting residents of Ontario's retirement homes. In the *December 2008 OASW E-Bulletin*, the Committee alerted Association members to this issue and encouraged them to respond

individually to Minister Carroll.

- On February 12th, OASW received a letter from Minister Carroll, who indicated that Government is examining ways to move forward on this initiative. The Ontario Seniors' Secretariat staff is currently working with the Ministry of Health and Long-Term Care on a coordinated approach to fulfil the government's commitment to regulate care in retirement homes.

Ann-Marie O'Brien
Branch Representative to OASW

NEW MEMBERS

Eastern Branch welcomes new members

Carolyne Denis, Brenna Hudson-Reid, Carla Frazzoni-Canoy, Gillian Michelin, James D. Henderson, Yvette Goodland, Carrie Dawson, Kathryn Foote, Sian Neilson, Anne Marie Durocher, and Ann-Michelle McNulty.

Welcome back to Carmela Savoia, Julie A. Stevenson, and Gail Touns.

BURSARIES

As of December 31, 2008, the Endowment for the **Edith Moore Bursary** was valued at \$23,217.67.

The Endowment value for the **Swithun Bowers Memorial Scholarship** as of December 31, 2008 was \$25,634.39.

The **Roland Lecomte Scholarship** was valued at \$27,177.34 as of February 25, 2009.

Brian MacIntosh Memorial Bursary Award is valued at \$22,398.72.

Please contact us at reacheb@magma.ca for information on how you can make a tax-free donation to these worthwhile awards.

All winners will be acknowledged in the Summer Issue of the *Bulletin*.

TREASURER'S REPORT**FINANCIAL STATEMENT 2008**

Once again we have ended the year with a small surplus. This is in spite of the fact that our income from OASW fees was \$2,000 less than in 2007 due to the new fee allocation policy.

To reduce costs without reducing member services, the Board decided to move to less expensive quarters. By sharing an accessible office space at Heartwood House, the Branch will save \$50 per month. Parking and improved Internet services will be available for a reasonable fee. We are hopeful that this may provide a further increase in savings.

Another change that resulted in lower costs for the Branch but that negatively impacted the smooth operations of our office was the resignation in June of our excellent office assistant, Jennifer Graham. In the meantime, members of the executive have taken on the task of running the office.

Our very satisfactory relationship with accountants Barbara and Don Squire, regrettably has come to an end. The search for a replacement is underway.

As long as we are able to maintain a balanced budget, the Board plans to continue to offer the Bulletin to our members and to subsidize the Gala dinner for attendees. In 2008, the Board developed a policy whereby our Branch will offer four subsidies for co-sponsored Social Work Week events in agencies, with one subsidy being allocated to agencies outside Ottawa. Offering such services to our members continues to be a priority for your Board during these times of financial restraint.

RAPPORT FINANCIER 2008

Nous avons réussi, une fois de plus, à terminer l'année avec un surplus financier et ce, en dépit d'une baisse de 2000 \$ des revenus de cotisations résultant de la nouvelle politique des allocations.

Pour réduire davantage les coûts tout en maintenant les services aux membres, le Conseil a décidé de déménager dans un local plus économique. Le partage d'un espace de bureau accessible à Heartwood House nous permet une économie de 50 \$ par mois. L'accès à du stationnement et un meilleur service d'internet à coût raisonnable, se traduiront aussi, nous l'espérons, en économies additionnelles.

Le départ de Jennifer Graham, notre excellente adjointe administrative, a aussi contribué à une réduction de coûts, celle-ci ayant malheureusement entraîné des conséquences négatives pour la bonne marche du bureau. Entre temps, les membres de l'exécutif assument les tâches nécessaires au fonctionnement du bureau.

Il est regrettable que l'entente avec nos comptables Barbara et Don Squire se soit terminée. Nous sommes maintenant à la recherche de remplaçants.

À la condition de réussir à maintenir un budget équilibré, le Conseil continuera d'offrir aux membres le *Bulletin* et de subventionner le dîner gala pour des personnes y participant. En 2008, le Conseil a également développé une politique permettant d'offrir quatre subventions pour le co-parrainage d'activités avec des organismes pendant la semaine du travail social; une de celles-ci serait attribuée à une agence située à l'extérieur d'Ottawa. Le Conseil perçoit de tels services comme étant prioritaires durant cette période de restrictions budgétaires.

Income	Jan-Dec 2008
Administration	339.01
Program	1,360.00
Membership	12,362.67
Publications	60.00
Total Income	14,121.68
Expenses	
Administration	6,504.39
Bulletin	4,078.56
Program	2,337.19
Social Justice Cttee	116.85
Total Expenses	13,036.99
Net Income	1,084.69

Margaret Nelson
Treasurer

Revenu	Jan-Déc 2008
Administration	520,03
Programme	1 360,00
Membriété	12 362,67
Publications	60,00
Total	14 121,63
Dépenses	
Administration	6 504,39
Bulletin	4 078,56
Programme	2 337,19
Comité justice sociale	116,85
Total	13 036,99
Revenus nets	1 084,69

Margaret Nelson
Trésorière

COMMITTEES

SOCIAL JUSTICE COMMITTEE

Over the past 12 months, the Social Justice Committee has been very active on a variety of issues.

A major focus has been collaborating with People for a Better Ottawa (PBO) to influence the actions of Ottawa City Council. Our approach has been two-pronged. First, we have expressed our objections whenever Council presents draft proposals to cut services that unfairly target vulnerable citizens and/or reduce social service funding. Second, we have made a commitment to Council to support their efforts to lobby the Province for increased funding to municipalities.

In March 2008, we participated in a postcard signing campaign and rally at the constituency office of the Premier, calling for the provincial government to up-load the costs of public health services from the municipality. Our Committee is now working on a proposal to be sent to the mayor and councillors supporting initial steps to explore the benefits of a municipal income tax, such as that adopted by several American states.

In June, we sent a letter to the Ottawa mayor and councillors, congratulating them on Council's letter to the provincial government calling for the restoration of the back to school and winter

clothing allowances for families receiving social assistance, and advocating for the full amount of the National Child Benefit Supplement to be passed on to such families.

We have continued to advocate with the Provincial government over the past year. Letters were sent to Premier Dalton McGuinty and the Honourable Chuck Strahl MP, Minister of Indian Affairs and Northern Development, urging collaboration between the province and the federal government to resolve the funding issue for the First Nations Technical Institute.

Our work on child poverty has included a pre-budget submission to the Honourable Dwight Duncan, with copies to MPP's in eastern Ontario, and a meeting with the Honourable Madeleine Meilleur, Minister of Community and Social Services. One of our objectives in offering a social work perspective on recent changes to child benefits to Ms. Meilleur, was to emphasize that consultation with front line workers about new social programs would greatly improve the effectiveness of such programs.

We made a submission to the provincial study on the "Roots of Youth Violence", and participated in the Crime Prevention Ottawa Forum meetings held twice-yearly. We have begun researching the standards that apply to protect residents of domiciliary hostels and the monitoring of conditions in these homes. We plan to continue

to contact our members in agencies to invite their involvement in the work of our committee.

I would like to thank the members who have actively contributed to the work of the Social Justice Committee over the past year. Thank you, Carol-Anne Pease, Ginette Clark, Helen Saravanamuttoo, Lynn Sherwood, Reuel Amdur, Cindy Wolfe, and new member, Patricia Wilson. Your support and efforts are greatly appreciated.

Margaret Nelson, Chair

PUBLICATIONS COMMITTEE

The Publications Committee published three very successful issues of the *Bulletin* in 2008:

Spring 2008: "Social Work and Seniors"

Summer 2008: "Social Work and the Environment: A Community Development Perspective"

Fall 2008: " Social Work and Families"

The Committee sincerely thanks everyone who contributed articles to the *Bulletin* this past year.

We welcome new member Emmanuelle Cyr to the Publications Committee.

Members are cordially invited to join the Committee. Contact us at reacheb@magma.ca, or call Committee Chair Graeme Roderick at (613) 226-7081 for more information.

Publications Committee

AWARDS

GULLEN AWARD FOR EXCELLENCE IN PRINT MEDIA PRESENTED

The president of the Ontario Association of Social Workers Eastern Branch is pleased to announce the winners of the Joan Gullen Award. The award is given annually for print media excellence in reporting important social issues affecting Ottawa and eastern Ontario.

There are two categories of award, one for large print media serving the region, the other for small

print media serving local communities. For 2008, the large print media award is given to the [Ottawa Sun](#).

The [Sun](#) award recognizes a five-part special, "A Place Called Home", which was written by Laura Czekaj, with photographs by Darren Calabrese, editorial assistance from Kerry Thompson, and video editorial assistance from Tiana Macleod. The series examined issues surrounding public housing in Ottawa.

The award was presented at the Royal Ottawa Hospital on March 4, during an event for National Social Work Week. Named after Joan Gullen, a distinguished local social worker who has been recognized nationally by the Governor General, the award consists of a citation and a small monetary prize which is donated to a local charity chosen by the recipient.

For further information, contact Martha Wiebe, 613 520-2600, ext. 4489, or Margaret Nelson by email at: margn@magma.ca.

If you would like to donate to the Gullen...

To find out more about how you can make a tax- deductible donation to the endowment fund for this award, please contact the Foundation by phone at (613) 236-1616, or by e-mail at info@cfo-fco.ca.

LE PRIX GULLEN POUR EXCELLENCE EN PUBLICATION MÉDIATIQUE ÉTAIT PRÉSENTÉ

Le président de la Section de l'Est, de l'Association des travailleuses et travailleurs sociaux de l'Ontario, a le plaisir d'annoncer les gagnants du prix Joan Gullen. Offert annuellement, ce prix souligne l'excellence d'un reportage journalistique traitant d'importants enjeux sociaux pour la région d'Ottawa et de l'Est de l'Ontario.

Le prix comporte deux catégories, l'une s'adressant aux publications régionales et l'autre aux petites publications communautaires. Cette année, la première va à l'[Ottawa Sun](#) pour un reportage en cinq parties sur le logement social,

intitulé « A Place Called Home », rédigé par Laura Czekaj et illustré des photographies de Darren Calabrese. Kerry Thompson a planifié et dirigé le projet, alors que Tiana Macleod a supervisé le vidéo.

Le prix a été présenté au cours d'une réception ayant marqué la semaine nationale du travail social, le 4 mars à l'Hôpital Royal Ottawa. Le prix est nommé en l'honneur de Joan Gullen, une travailleuse sociale d'Ottawa ayant été reconnue sur la scène nationale par la Gouverneure générale. Le prix comprend une attestation et une modeste somme donnée à un organisme de charité sélectionné par les récipiendaires.

Pour plus d'information, veuillez contacter Reuel Amdur, au numéro 819-671-5526 ou à l'adresse courriel suivante : amdurre2@sympatico.ca.

Comment faire un don...

Pour plus de renseignements comment vous pouvez obtenir des crédits d'impôt pour donation à un prix si louable, veuillez communiquer avec la Fondation par téléphone au (613) 236-1616, ou par courriel à info@cfo-fco.ca.

SPRING GALA AND AGM



Mark your calendars!

Join us for a Spring Gala buffet dinner celebrating the 73rd AGM of the OASW (Eastern Branch)

**Wednesday, April 29, 2009,
5:30 - 8:30 p.m.**

Algonquin College-Salon D
1385 Woodroffe Avenue
Ottawa, ON. K2G 1V8

Our Speaker Mary Martha Hale, MSW, RSW
Executive Director of Centre 454, will speak on

**“Hard Times – Tough Choices!
The impact of the economic meltdown when
one doesn't have a home to lose”**

Space is limited. Book early!

EDITORIAL AND ARTICLES

CONTINUING EDUCATION ENHANCES COMPETENCE

Until now the most recent issue of our Branch's *Bulletin* dedicated to Continuing Professional Education (CE) was the Fall 1997 issue with an editorial caption, *Ongoing Professional Development: a shared responsibility*. Prior to that, exploration was the Summer 1992 issue with its editorial caption, *Lifetime Learners*. The latter issue, published shortly after our Branch hosted OASW's Provincial Conference with a theme *Life Time Learning*, referenced our Branch's earlier participation in the National Continuing Education study sponsored by the Canadian Association of Social Workers and the Canadian Association for Social Work Education. Its findings recommended attention be given to building:

- a culture of career-long learning.
- co-ordination of schools, associations and employers as CE providers.
- strategies to address diverse learning needs resulting from increasing specialization.
- tools to facilitate awareness and access to available learning materials/opportunities.

Edith Moore, who was a contributor to both issues of our *Bulletin*, and Roland Lecomte, who contributed to the 1997 issue, might have suggested that these recommendations be placed in the context of ever changing service needs and expectations. The importance of context was also emphasized in *In Critical Demand: Social Work in Canada* (2000 p. 206):

“... education, training and professional development are not fully aligned with the changing needs of employers, the complex requirements of clients or specialized areas forecast to be of greatest demand in the future. The sector must develop strategies that will facilitate increased focus and attention to the demographic, structural and societal changes that will most affect service needs.”

Consideration of this topic is indeed timely, given our College's approval of its Continuing

Competence Program last December. Its Program will require members “to review their professional responsibilities, conduct a self-assessment, identify learning objectives, develop and implement a learning plan, and evaluate their progress.” While implementation timeframes were not stated on its website, information sessions will be held by the College around Ontario.

Recommendations Revisited

Considering the four directions highlighted above, in the order enumerated, progress in creation of a *culture of career-long learning* was found to be equivocal. Fred Wien and Marian Walsh, chairs of the 1986-1990 National Project on Continuing Education called upon Schools of Social Work “to create a solid foundation for a lifetime of learning” (*The Social Worker: Spring 1992*). While building that culture is a shared responsibility within the organized profession, the schools are used here because a brief survey could be accomplished using all 32 Canadian Schools’ websites. Home pages were accessed to locate statements consistent with inculcating this value with students and alumnae. Examples of found statements are:

« *de développer les attitudes propices au perfectionnement professionnel continu* », ou “*whether you are a prospective student, current student, field placement agency, continuing ed. participant, Alumni, friend or community partner, we hope that you find this website useful.*”

Only a quarter of the homepages suggested a connection between one’s academic preparation, maintaining or renewing competencies, seeking opportunities for advancement or playing different roles during one’s professional career.

While homepages may not necessarily represent a School’s orientation, another indicator of a vibrant culture might be post-degree learning opportunities afforded alumnae and the local social work community. A survey of offerings posted on all schools’ websites was also undertaken. Three schools offered tailored-for-agency training by its professors. Nearly fifty percent offer distance education. Fifty percent had currently scheduled “stand alone” certificate and diploma workshops/courses. Considering the number of their offerings, three schools

offered more than five courses in the current or coming term. The strength of this proxy for culture needs to be understood in the context of CASWE’s accreditation standards: SM1.10 is permissive with regard to a school playing a role in ‘continuing professional education’. Suffice it to say if our schools are helping to build this culture, few have been bragging about it.

Turning to *co-ordination/partnerships* of professional associations, regulatory bodies, educational institutions and other CE service providers, progress is noted.

In May 2008, the Canadian Intersectoral Initiative (practice, education, regulation) agreed that continuing education – delivery, evaluation and monitoring -- was an area for potential collaboration. In her article in the 1997 issue of our *Bulletin*, Roberta Roberts foresaw such collaboration and partnerships even within our own Professional Association. Our review will primarily consider CE initiatives by OASW and its Branches.

Last May’s hosting of the National Conference in Toronto with a theme of *Human Rights in a Diverse Community* is acknowledged as a significant CE accomplishment. Our Association is also commended for providing on its website’s navigation bar a header, “Continuing Competency”. While the difficulty in maintaining currency of advertised listings is evident, perhaps this difficulty could be overcome if the Branches, if not members, could post CE information to that page. An example of a posting would be OASW’s Niagara May 29th 2009 conference on *Clinical Applications of Mindfulness in Psychotherapeutic Practice*. Likewise, related hyperlinks to other pages on OASW’s website could increase Continuing Competency’s usefulness. For instance, linking CE events from ‘*What’s Going On In Social Work*’, or linking the digital version of OASWWestern’s *Journal’s* Spring 2008 listing of website addresses of continuing education resources. Check it out! Regarding OASWEastern’s collaboration initiatives, the 2005 OASW conference held in Ottawa is an example of a partnership between the two local schools of social work, OASW Provincial, and us. The Branch also has a history of collaborating with the Carleton School on CE

initiatives, though less so more recently. It's time for a reaffirmation.

Regarding *specialization*, in 1992 Glen Drover observed that there was a shortage of post-degree opportunities to advance professional competencies in specialized areas of practice. Three initiatives within our Association suggest progress. For approximately twenty years, your Branch's Social Workers in Aging and Gerontology (SWAG) has been a leader in regularly providing CE opportunities. Its monthly meetings and e-distribution of proceedings are excellent examples of what Glen envisaged – a network of self-educating professionals who collectively define their needs and find informed speakers! OASW's annual fall symposium for School Social Workers, now in its 22nd year, is another. Our Association's promotion of the Annual Session of the Social Work Section of the Ontario Hospital Association Convention is yet another. Last November's topic was, *Dealing with a Multiplicity of Unexpected Traumatic Events*.

Regarding *access to material and opportunities*, our Association is again saluted for its 2007 advocacy for social work's inclusion in the Allied Health Professional Development Fund. With 60 percent of the profession working in health care, exclusion could have disadvantaged social workers from resources to improve their knowledge and skills as well as participation on inter-professional initiatives. And kudos to OASW Western Branch for offering its members Continuing Education subsidies. A comparison of what and how CE material was accessed in 1997 and now, makes clear how enriching the internet has been in the provision of online courses to facilitate self-directed learning. A recent example from OASW/ATTSO's *Bulletin* was the announcement of CASW's Educational Web cast of March 5th on *Seniors and Mental Health*.

Conclusion

Contributors to this issue help us place the long anticipated continuing competency program of the College in perspective. Accountability has its price. The buck for self-directed learning stops with you, with your time, and with your money. You may or may not be successful in shifting

some of latter onto your employer, but don't count on it during hard times.

Consideration of this topic is also timely because of a January 16th national agreement on labour mobility. Missed it? On April 1, AIT Chapter 7's 9th Protocol (certified for an occupation by a regulatory body of one province, is certification in all others and territories) comes into effect. A similar 2006 agreement between Alberta and British Columbia (TILMA) resulted in harmonizing of labour standards between provinces. Can that be expected in this instance? What impact, if any, will there be on who would be recognized as CE providers? Look to other North American jurisdictions to round out your understanding of continuing professional education in 2009. Given the decade of research into more effective ways to enhance competencies through self-directed learning, our college is encouraged to disseminate its accumulative findings.

Publications Committee

LA FORMATION EN LIGNE : EST-CE POUR VOUS ? par divers auteurs*

Précis : *Online training offers various types of learning opportunities, and is available to learners individually or as part of a group. Learning experiences can be enhanced through the use of various teaching tools such as video conferencing, discussion groups, tutorials, or even virtual visits. 82 % of students in one study expressed a preference for online learning in comparison to the more traditional forms of classes. The Consortium national de formation en santé, attached to the University of Ottawa, offers a selection of online courses in French for the benefit of professionals and social workers in the fields of health.*

Vous désirez apprendre de nouvelles notions ou approfondir vos connaissances ? Une formation en ligne est possiblement la solution idéale à vos besoins ! Le concept de formation en ligne fait appel à plusieurs caractéristiques pédagogiques, technologiques et environnementales. Plus précisément, la formation en ligne est un système de formation qui permet à un étudiant

d'apprendre seul ou en situation de collaboration, sans contraintes majeures d'horaire et de déplacement, à partir de matériel didactique de qualité et ce grâce à l'accès à divers moyens de communication (Mainguy, 2008). Elle peut être offerte selon deux modes de diffusion. Le mode synchrone permet à l'enseignant d'interagir avec ses étudiants en face à face en utilisant la visioconférence. Le mode asynchrone offre à l'étudiant un format d'apprentissage autonome sur une plateforme Web, gérable à son rythme et selon son horaire. La formule hybride est un mode mixte d'enseignement dont une partie est synchrone et l'autre asynchrone. Ce mode de transmission semble privilégié par les utilisateurs.

Les enseignants disposent d'une panoplie d'outils servant à agrémenter l'expérience d'apprentissage en ligne. Mentionnons, les audioconférences, les blogues, les extraits audio et vidéo, les forums de discussions, les présentations multimédias, les tutoriels, les visioconférences et les visites virtuelles. Bowness (2008) rapporte que certains enseignants vont même jusqu'à créer des groupes sur Facebook ou encore organiser des séances de clavardage sur MSN Messenger afin de joindre leur clientèle étudiante !

L'engouement pour l'enseignement à distance ne fait pas l'unanimité. Les problèmes techniques, le manque de contact humain, la perception de la diminution de la qualité de l'éducation ou de l'augmentation du temps de gestion de cours sont souvent rapportés par les enseignants (Racette et al, 2001; Liu et al 2007). Toutefois, les écrits scientifiques démontrent plusieurs avantages à la formation en ligne tant pour l'enseignant que pour l'étudiant. En effet, un sondage mené auprès d'étudiants de deuxième cycle révèle que 82% d'entre eux préfèrent les cours diffusés en ligne aux cours traditionnels (Bowness, 2008). Plus précisément, ils apprécient l'occasion de réviser le matériel avant et après les cours, de conserver aisément la documentation, d'avoir accès à d'autres ressources en ligne et d'améliorer leurs résultats aux évaluations. De plus, Olapiriyakul & Scher (2006) soutiennent que les étudiants se disent plus motivés à apprendre, participent davantage aux interactions de groupe et qu'ils développent une « connexion » (sentiment d'appartenance)

avec les autres étudiants lorsqu'ils suivent une formation en ligne de forme hybride, faisant référence à la communauté d'apprentissage. D'autre part, l'enseignant y dénote un accroissement des interactions avec les étudiants, une simplification du processus d'évaluation grâce à un répertoire gardé en mémoire, des discussions, du journal de bord, des interventions et de la participation des étudiants. Il y trouve même une vision rajeunie de son rôle de professeur! Marchand (2001). L'organisation y gagne aussi. L'offre de formation en ligne modernise l'image institutionnelle, accroît l'accès à la formation et augmente le rayonnement de l'institution d'enseignement dans la communauté.

Vous aimeriez faire l'expérience? Le volet Université d'Ottawa du Consortium national de formation en santé (CNFS) poursuit le développement et l'offre à distance d'activités de perfectionnement à l'intention des professionnels d'expression française œuvrant dans le domaine de la santé au Canada. Le répertoire des ateliers de formation en ligne offerts gratuitement par le CNFS comprend présentement une série de base sur l'art de superviser les stagiaires ainsi qu'une série avancée incluant une formation auto portante sur cédérom, traitant des approches pédagogiques. Il comprend également un atelier sur la gestion des comportements associés à la démence et sur l'enseignement des pratiques interprofessionnelles dans son milieu de travail. Le CNFS offre aussi des présentations en visioconférence, dans le cadre du «Programme d'excellence professionnelle-Hôpital Montfort» aux professionnels de la santé francophone au Canada.

Des centaines de professionnels de la santé ont suivi une formation à distance depuis 2001 et le degré de satisfaction à l'égard de la formation est supérieur à 80 %. Et vous, serez-vous les prochains accros de la formation en ligne ? Pour en savoir plus, visitez le www.cnfs.ca/uottawa sous la rubrique « professionnels ».

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LEARNING: A LIFE-LONG ACTIVITY*

by Annabelle Twilley-Richardson

Précis : *L'obtention de crédits aux fins professionnelles adaptés à la situation particulière des praticiens en milieu rural présente un réel défi. Les particularités de la pratique en milieu rural sont peu connues des organismes professionnels situés dans les centres urbains. Des changements s'imposent et les valeurs d'équité et de justice promues par la profession devraient mener à une plus grande reconnaissance du caractère spécifique des efforts d'apprentissage continu se déployant en milieu rural.*

Canadians have a trusty tradition of learning as a life-long activity. It comes out of our rural heritage. Earlier in the 20th century, the Chautauqua courses¹ circulated throughout Ontario farmlands, and university lecturers with projectors and National Film Board films travelled the prairies². Today, members still will not miss the monthly meetings of the Women's Institute³.

¹ "The Chautauqua study courses in Domestic Science were an early form of distance education."

² In 1899, the founder of Frontier College said, "We must educate the whole family wherever the work is, wherever they earn their living." Frontier College's outreach of dispatching 'traveling books' saw educators work with laborers during the day and teach at night.

³ On February 19, 1897 the first Women's Institute was formed in Ontario with the goal of bringing women together to better their home life through work and education. Women's Institutes

Following this tradition has naturally been part of the job of a rural social worker. Matching one's experience to the profession's accepted ideas of the what and how of Professional Development (PD) is a challenge, now critical, when trying to earn credits for recertification with the [former] Ontario College of Certified Social Workers.

For rural social workers, networking with each other is more likely a deliberately planned activity. We can go months without contact of any sort with a like-labelled professional. We get cues to learning needs, not over coffee with colleagues in non-existent cafeterias, but often exclusively from tasks and casework consultations. But, we have an experiential and attitudinal advantage!

Currently, 'skill sets' are the employable commodity. While our urban colleagues are being thrust out of professionally homogeneous institutional departments à la program management, we already have considerable experience within smaller work groups comprised of persons possessing varied training and affiliations. Although being 'generic' has not been considered a specialty, we have always known what to 'do' when there is no one else.

In addition to a fair breadth of particular expertise, rural social workers possess working knowledge of the intricate inter-linking of formal and informal systems, crisis management skills, top notch assessment capabilities as well as ingenious remediation plans and techniques. Rural work demands instantaneous adaptability and a licence and know how to 'drive' a car.

Every social work practitioner coping with current trends in restructuring stresses an already over-stretched life to commit to professional development. But for rural social workers, triple the time and financial resources are required: long distance calls, travel, parking, hotel and meals, finding the place where the event is being held, calculating the risk of something at the last minute making us so late as to preclude our meaningful attendance, or sudden changes in

were gradually formed in the other provinces as the value of the organization, considered "a university for rural women," was recognized.

weather drastically delaying our return to dependent families.

The 1997 Annual report of the [former] college provides encouragement. Greater flexibility in what will be considered as pertinent to the practice of social work. Now, if that indicated flexibility is extended...! Last fall, I was doing some focused independent study. Along with collegial and supervisory chats, conflict with my sw contractor, TV, radio, writing, the Internet and e-mail and a bear roast accepted from a client, I learned a lot about professional ethics. How can I have it recognized as credits? In thinking about credits, isn't there something lacking in verified attendance at an approved event being sufficient to obtain credit? Might there be a way to account for the demonstration of newly learnt skills? Wouldn't that be much more practical?

The challenge for rural social workers is to recognize and value our existing expertise in self-directed and group-structured learning. Our assignment ought to be to educate our professional organizations about our special needs, the validity of our methods, and concrete ways to support us. One way would be to make required learning more economically and logistically accessible. Another way, consistent with our values of equality, fairness, and mutual respect, would be to extend the "honour system" to any effort to fulfil the obligation to 'keep current', no matter how it is done.

These suggestions might also help our financially disadvantaged or physically challenged urban colleagues.

**This article is reprinted from the OASWEastern Bulletin, Fall 1997 vol. 26 No.3, Page 14. At the time this was written, Ms. Twilley- Richardson had been an autonomous practitioner in the rural areas of Lanark County for over 15 years. For a number of years she was the Branch representative to OASWProvincial Professional Development initiatives.*

CONTINUING EDUCATION AND ITS CHALLENGES

By Martha Weibe and Behnam Behnia

Précis : *Malgré leur importance pour la profession du travail social, les programmes d'éducation continue reçoivent peu souvent*

l'attention qu'ils méritent. Les auteurs présentent les objectifs de tels programmes et leur contribution importante dans le tissage de liens entre les universités et la communauté, ainsi que dans l'intégration entre la théorie et la pratique. Plusieurs questions sont soulevées, notamment quant au meilleur mode de livraison et aux mesures d'évaluation pertinentes pour les programmes de formation continue.

The School of Social Work at Carleton University has experimented with a range of continuing education endeavors over the years. While there is general agreement that these programs are important for our profession, few resources are committed for this purpose. Continuing education programs are offered by many schools of social work in Canada, but in most places they have a low priority and are underfunded. For the most part, universities expect that social work continuing education programming will be self-sustaining and may indeed be income generating.

Continuing education programs have an important contribution to make to the social work profession by connecting academia to community, theory to practice, and disseminating knowledge and skills. These programs can serve a number of purposes. First, continuing education programs allow those working in the field to periodically sharpen their skills by being introduced to different ways of approaching similar problems. Evidence-based research and research on best practices add to the knowledge base of the profession, and disseminating the findings of this research to those working on the front lines is important.

Second, continuing education provides opportunities to help social workers rethink and reframe issues. While gender inequality, homophobia, ageism, ableism, and racism have been present since time immemorial the awareness of these issues has increased and their articulation has changed over the years. These are issues that are more likely to surface in counseling sessions today than they did in earlier times. Social workers need skills, knowledge and language to address these issues and to understand their impact on other problems

that may be identified. With an increasingly diverse population, learning effective skills for working cross-culturally is another area of growing interest.

Third, while some of the issues that social workers currently deal with (such as poverty and child protection) are the same issues that the social work profession was wrestling with from the beginning, some new areas have emerged. Dealing with internet violence, ethical issues regarding reproductive technologies, AIDS, and health impacts of environmental and climate changes are expanding areas of practice for our profession. They have become part of the social work landscape. These are topics that frequently hold great interest for those practitioners who have been out of school for a while.

There are many questions pertaining to continuing education for social workers which need to be addressed: What are the best ways of delivering programs that meet the needs of the community? Who should be consulted? Who should be collaborating? What are the measures of success and who establishes them? How best to address the issue of shortage of resources (e.g., financial, human, and time)?

To discuss some of these issues the Carleton School of Social Work's Continuing Education Committee is planning to organize a round table entitled, "*Continuing Education and its Challenges*" at the upcoming Congress of the Humanities and Social Sciences in Ottawa this May. At this round table, representatives of continuing education programs are invited to formally and informally share their experiences and perspectives. This event will not only provide an opportunity for participants to learn from each other but we also hope that it will lead to the formation of a Continuing Education Caucus which will function as a network connecting continuing education programs in a more systemic way in Canada.

Martha Wiebe is the Interim President of OASW Eastern Branch and a member at the School of Social Work, Carleton University.

Behnam Behnia is chair of Continuing Education at the School of Social Work, Carleton University.

CASW BUILDING A CULTURE OF LIFELONG LEARNING

by Eugenia Repetur Moreno

Précis : *L'ACTTS a toujours eu un intérêt marqué pour les questions relatives à l'éducation permanente au sein de la profession, l'apprentissage étant perçu comme un processus continu essentiel pour chaque professionnel. Tout en engageant d'abord les professionnels, cet apprentissage nécessite toutefois un partage de responsabilités entre les écoles de service social, les employeurs et les employés, les gouvernements et les associations professionnelles. Des exemples sont offerts de moyens mis en place par l'ACTTS au cours des dernières années afin de faciliter le processus d'apprentissage continu pour les travailleuses et travailleurs sociaux.*

Within the social work profession in Canada, the first comprehensive work to be done on continuing education was a national project that extensively explored the question of continuing professional education between 1986 and 1990. Sponsored by CASW and the Canadian Association of Schools of Social Work (now the Canadian Association for Social Work Education), with funding provided by National Welfare Grants from Health and Welfare Canada, this project produced 18 reports, study papers, and literature reviews.

Data collected on the status of continuing professional education in this country at that time identified a number of issues. In some jurisdictions there was a proliferation of continuing education offerings of all sorts and descriptions, while others had a shortage of opportunities. Among the opportunities available to social workers was a variety of workshops, seminars, and other short courses, as well as learning materials. However, social work had no comprehensive statement on the role of continuing education, and increased diversification and specialization was contributing to fundamental changes within the profession. Provincial associations and others in the field of professional continuing education at the provincial level told CASW clearly that, from their point of view, the role of the national association

was not to become involved in the actual delivery of continuing education opportunities, a responsibility that was in the provincial domain. The overall conclusion was that the role of the national association was rather to nurture and facilitate the kind of environment, values, research, and structures that would support the development of a strong commitment to continuing professional education by those who have the opportunity to influence it the most: provincial associations of social work, licensing bodies, schools of social work, and certainly practitioners and researchers.

In the early 1990s, CASW expressed a need for further consultation specifically with provincial social work associations to consider what, if any, role it should take in the continuing professional education of Canadian social workers. With financial support from National Welfare Grants, Health and Welfare Canada, a consultation process was designed. These consultations identified, among other things, the lack of progress made in continuing education planning since the previous project and priorities for CASW, including development of policy statements, brokerage service in program development, curriculum development, and development of a package to teach social workers skills of effective advocacy.

In 2004 CASW developed a policy supporting mandatory continuing education for social workers. This policy acknowledges that the primary responsibility for engaging in continuing education rests with the individual social worker. However, the ability of a social worker to engage in continuing education requires mutually shared responsibilities among the schools of social work, employers, employees, government, and professional associations.

Throughout its existence, the national association has been involved in activities that raise the profile of continuing education within the profession and that promote the concept of lifelong and self-directed learning, with a view to instilling the concept that learning is an ongoing process and a professional responsibility. Examples are the many initiatives, most of them in both official languages, CASW has taken to

help social workers to meet their continuing education needs:

- 1) Regular publication of the *Canadian Social Work* (CSW) journal, *CASW Bulletin*, and the *CASW Reporter*. The first two are online publications available on the CASW members' site (www.casw-acts.ca). The *CASW Reporter* is circulated monthly to social workers listed on the national association's listserv database. Those interested can have their names added to the list by contacting www.casw@casw-acts.ca.
- 2) Ongoing publication of position papers and reports aimed at sharing and developing knowledge, informing social workers and students about a broad range of social policy issues.
- 3) Publication of documents related to social work practice, such as the Code of Ethics, Informed Consent and Confidentiality Guidelines, Scope of Practice, and those pertaining to particular areas of practice e.g. child welfare, primary health care, HIV/AIDS, and elder abuse.
- 4) Financial support to member organizations to develop training modules on the Code of Ethics.
- 5) National conferences every two years as a means of providing a national forum for people from across the country to learn as well as to exchange ideas and innovations within and across fields of practice.
- 6) Workshop presentations around specific topics including preparing a professional journal article, CASW initiatives (workshops in conjunction with the national conference), and international human rights (workshops for university students and academics), as well as teleconference and webcast lectures on issues of interest to social workers.
- 7) Maintaining a website to fulfil its role as clearinghouse of information for social workers. Our last statistic reports over 290,000 visitors viewing 1,304,897 pages.

For more information about CASW activities, please visit our website www.casw-acts.ca or contact the national office at casw@casw-acts.ca.

Eugenia Repetur Moreno is the Executive Director of OASW.

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All Welcome – Admission is free.
For more information contact
hugh_armstrong@carleton.ca

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**Join us for a Spring Gala buffet dinner celebrating the
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**Wednesday, April 29, 2009, 5:30 - 8:30 p.m.
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The impact of the economic meltdown when
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