



One of the biggest challenges in social work education is that students usually are taught theory in the university classroom, but learn to apply it in practice in their practicum. It's hard to get good data about what students can and can't do in the practicum because each practicum is unique and professors aren't onsite with the students. "This just might be the biggest challenge in teaching professionals," says professor Marion Bogo. "How do university programs know that students are learning what we are trying to teach – how can we evaluate what they are able to do with the knowledge and skills they are taught?"

Increasingly, in the health professions, students' ability to apply knowledge in skillful behaviour is assessed in simulated scenarios with highly trained actors. In a pioneering moment that has huge implications – and possibilities – for social work education, 1st year MSW students at the Faculty were evaluated for their December final assignment in the Social Work Practice Course by using simulated standardized scenarios or OSCEs (Objective Structured Clinical Examinations). "Simulations have been used to teach social work

competencies for years but this is the first time that they have ever been used in evaluating the performance of graduate social work students," says MSW program director Andrea Litvack.

What happened? Students interacted in a simulated environment with a highly trained actor for fifteen minutes in a scenario and setting much like the ones they might encounter as a social work practitioner. One scenario involved a new immigrant with a baby, another a senior dealing with loss. The students were then evaluated on their performance in the interview on a standardized scale, by instructors who didn't know them. They also wrote a written reflection immediately afterwards, guided by specific questions. These two components linked their ability to do social work and the knowledge they used to guide their practice.

What makes this unique? Three things, says Bogo. (The students were participating in a pilot study based on extensive research conducted by Bogo and vice-provost Academic Programs Cheryl Regehr.) "First, it was an exam. Second, it

was a practice exam. And third, it linked practice to performance and reflection – and that doesn't exist anywhere."

The reason this is so exciting, Bogo explains, is because it goes to the very core of what the Faculty is trying to achieve. "Which is turning out the best social work practitioners we can, individuals who have integrated the knowledge and value base of social work and can skillfully demonstrate that in complex practice behaviour. Using the OSCEs in this way, gives us information we would never get otherwise about these educational outcomes."

To Bogo, one of the most amazing things to emerge from this is that students reported learning within an exam framework. "That is totally consistent with the latest educational theory which tells us people learn through doing. Students reported increased confidence about entering their practicum. It's also a terrific feedback loop for the teaching faculty regarding the curriculum. We can see whether and how students use, what we're teaching."

What each of us can do to make a difference

December 6th, 2010 was the 21st anniversary of the murder of fourteen women students at l'Ecole Polytechnique in Montréal. For the first time, the Faculty hosted the memorial at U of T's St. George campus. This moving and eloquent event appealed for individual and collective actions to end the cycle of violence against women.

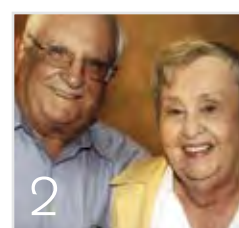
Status of Women Officer Connie Guberman opened the ceremony by saying that people had come together to mourn, remember and work for change. "This day is a call to action, a day for building community," she said.

Speakers included the Honourable Laurel Broten, Minister Responsible for Women's Issues, who said December 6th was a defining moment in her own life. Associate professor Ramona Alaggia called for "the importance of not only naming, but speaking up, and the obligation of not being a bystander."

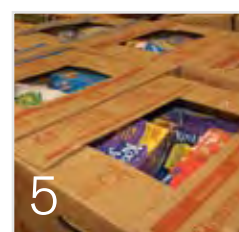
The impetus for holding the memorial at the Faculty arose from some offensive images Alaggia discovered in October in the student engineering newspaper Toike Oike. "The images, which were about

CONTINUED ON PAGE 2

REACH



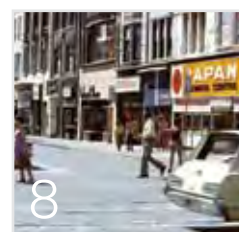
Sharon and Larry Enkin Community Leadership Award



Do The Math, Eat The Math Campaign



Scholarships have the power to change lives



What kind of city do we want to live in?



Lynn Factor and Lieutenant Governor of Ontario The Honourable David Onley

Lynn Factor's Distinguished Career Honoured

Congratulations to Lynn Factor on being named to **The Order of Ontario**, the province's highest and most prestigious honour. This award, given annually to approximately 25 extraordinary individuals, is a fitting acknowledgement of her outstanding contribution to education, community and public service. Driven by a profound commitment to social justice, she has worked tirelessly on behalf of vulnerable children in our society.

As a social worker, Lynn has had a distinguished career in child welfare, both on the front line and as a Children's Aid Society supervisor. She has worked with the Ministry of the Attorney General managing all clinical, staff and administrative activities related to the Victim Witness Assistance Program. She continues her social work practice currently as a child witness advocate at the Toronto Child Abuse Centre (BOOST) where she prepares children to testify in criminal court. She also devotes countless hours in leadership positions on various boards and committees. Her long-standing dedication to improving services and programs for disadvantaged children was summed up best in the words of her husband Sheldon, "Lynn, by her example, has taught me there is no more noble profession than social work and no more noble cause than social justice."

In September 2010, Lynn also received U of T's **Arbor Award**. This award recognizes alumni and friends whose dedication and generosity have added substantially to the quality of the university experience for students, faculty, staff and alumni (see photo p. 6).

Lynn's accomplishments make her a strong role model for future generations of social workers.



UNIVERSITY OF
TORONTO

FACTOR-INWENTASH
FACULTY OF SOCIAL WORK





IMPACT. The Oxford English Dictionary defines it this way: The strong effect of one thing, person, action on another; an influence; an impression. Here at the Factor-Inwentash Faculty of Social Work we define having an impact in many ways.

It's releasing a report like professor David Hulchanski's that gives us a whole new picture of the city we live in. It's Lynn Factor receiving Ontario's highest honour by being named to The Order of Ontario. It's students organizing campaigns to raise awareness of social assistance inequities and opening a clinic to treat the homeless. It is professor Marion Bogo and vice-provost Academic Programs Cheryl Regehr's pioneering use of OSCEs to evaluate graduate MSW students.

It also means associate professor Tahany Gadalla's research into mental health and associate professor Charmaine Williams' belief in the power of working with communities to start conversations that matter. It's a powerful memorial on the 21st anniversary of the women murdered at l'Ecole Polytechnique in Montréal. It's the remarkable commitment and passion driving our nine first year PhD students. And the curiosity and compassion underlying the cutting-edge research of our five newest faculty members and some of our Status Only faculty.

Having an impact means setting up scholarships and bursaries that make it easier for future generations of students to become social workers. It's alumni president Doreen Winkler's wide-ranging career that spans appointments to the Canadian Human Rights Commission, Canada's Immigration and Refugee Board and the Ontario Review Board, where she now sits. It's workshops for field instructors and a professional development day just for school social workers.

On a large scale, on a small scale, all of it counts equally, all of it has an impact. Recognizing that is the hallmark of social work and of the Faculty.

It has been an honour to have served as dean for the last year.

Best wishes,

Faye Mishna
Dean, Factor-Inwentash Faculty of Social Work
University of Toronto

Active community engagement matters to all of us

The Sharon and Larry Enkin Community Leadership Award



Reinforcing the core value of community engagement is one of the primary goals of The Sharon and Larry Enkin Community Leadership Award. Since 2009, the award has been given annually to a student who demonstrates active volunteerism and outstanding leadership in the community.

The intent, according to Larry Enkin, who set up the award with his late wife, Sharon, is to honour students who are engaged in the community, while encouraging them to continue in this vital work. "The award

Larry Enkin knows first-hand the kind of effect social workers can have. The French word "animateur" is closest to his ideal of community advocacy. "An animateur, like an agitator, is someone who gets things

"Without a sense of caring, there can be no sense of community."

Anthony Burgess

is meant to lead by example," says Enkin. "It is designed to say to students that we acknowledge and applaud what you are doing. And to serve as an additional link between the Faculty and the community."

A lifelong commitment to community engagement is a sustaining principle for Larry Enkin – over his years as president of the Hamilton Wentworth Family Service Agency, he saw what a collective voice could do to fill community needs. It was equally important to his wife, Sharon, who ran the Golden Horseshoe Players, a non-profit professional theatre company presenting issues-related performances in Ontario schools.

moving around a common cause, so you accomplish your goals and move on."

Looking into the community, he sees talent and skills, needing only the right catalyst or vehicle to emerge. "Community means people in a broader universe, not just the social work community, not just professionals or academics. I want this award to say – we are all a part of one another."

That kind of attitude has a far-reaching and infectious power. The Faculty is enormously appreciative and grateful to Larry and Sharon Enkin for creating an award like this which promotes positive change, while students find it to be exciting and valuable since it highlights the importance of the work that they are doing.

What each of us can do to make a difference (continued)

violence against women, were supposed to be funny. They were highly offensive and in bad taste. I brought them to the attention of the Status of Women's Office, who lobbied with others, including many Faculty students, to put a stop to using violence against women as a source of entertainment, and the paper apologized and altered the images."

"We felt galvanized and wanted to maintain this kind of pressure long term. The newspaper itself is not our target. What matters here is what we each can do to make a difference. This is an example of how these attitudes are still pervasive in society. We are highlighting actions that move us forward. All too often, when these concerns are raised, they're met with silence. This time they weren't, so we're encouraged."

Alaggia and her students created a Facebook group called "We Are Everyone" where items related to violence against women, bullying and homophobia are posted. Next, is a campus media watch. Alaggia says this is an exciting moment. "Social networking is such a powerful thing when used in these situations. I want to get a format going and turn this idea, of how safe people feel on campus, into action."



Ramona Alaggia



IMAGINE the possibilities

The IMAGINE clinic – the first interprofessional student-run clinic for the homeless in Toronto – opened its doors in downtown Toronto on October 16th. The clinic operates out of a space in the Central Toronto Community Health Centre Queen West, providing free health services for people without ID or OHIP. Its clients are homeless people, refugees and immigrants. Interprofessional teams of students are supervised by preceptors from each profession.

A completely interdisciplinary creation, all planning and development was done by U of T students from nine health professional programs, including social work. For MSW student Jess Barnes who sits on the Executive Committee and is one of a number of social work students involved with the clinic, it is the interprofessional aspect that particularly excites her. "Everyone's talking about this but IMAGINE is actually doing it."

This remarkable project is the brainchild of Segar Dugani (Med class, 2012) who is a co-director with Ryan McGuire (Pharmacy class, 2011). The goal is to get students engaged with marginalized and vulnerable populations and learn how to provide care for them.

The clinic also wants to serve as a model for service learning.

McGuire says that they hoped to do something innovative, that would set an example, while promoting community engagement and social accountability. (They also run community outreach programs.)

"We wanted to create a clinical environment that wasn't typically what's offered and show how people can work together for positive outcomes by teaching students to interact with one another," says McGuire. "Each student learns not only how to work on a team, but about the other professions as well. The social and complex needs of the patients require an interprofessional approach."

To Barnes, working with the clinic gets to the heart of why she wants to be a social worker. "It highlights the psycho-social aspect of health. That's something I can see when I'm there. Social work really brings something, by asking questions about mental health and resources. The role of the social worker can be to make the client feel safe."

Save The Date: May 25th, 6 – 9 pm Alumni Association 2011 AGM, Spring Reunion & Book Expo

Don't miss this year's AGM, Spring Reunion and Book Expo at the Faculty which promises to be a dynamic evening. The Book Expo features discussions of recently published books by faculty and professors emeriti, presentations by alumni on leading social work practices and a wine and cheese reception. For more information, contact Cheryl Mitri at cheryl@cherylmtri.com.

"We develop a different way of asking questions, by targeting the symptoms people experience with depression."

Tahany Gadalla's Measurement Challenge

Associate professor Tahany Gadalla, who received tenure this past June, uses measurement of various educational and psychological constructs to determine who is at greater risk of mental ill health. The challenge, she says, is to find a way to accurately measure a concept like depression, that you can't touch with a ruler or a scale.

It's important to use measuring instruments appropriate to different populations. "We can't take questions developed in the West and simply translate them for use with Canada's ethnic populations. The questions wouldn't capture depression as they experience it. Instead, we develop a different way of asking questions, by targeting the symptoms people experience with depression."

Gadalla's research emanates from the interaction between physical and mental health. "It's a circular relationship. Mental ill health leads to physical ill health and physical ill health leads to

more mental ill health. The combination is very detrimental to individuals and society."

Her research pinpoints the population most at risk of developing depression, anxiety or eating disorders, as well as groups with unequal access to mental health services. By identifying these groups, Gadalla hopes that more attention can then be paid to them, through diagnosis, treatment and policy intervention.

Mental health disorders, says Gadalla, remain underdiagnosed and undertreated. There is a strong need to educate the general public about mental health and available resources through increased outreach programs.

"Inequality in mental health is caused by inequality in the distribution of stress exposure and also in the distribution of coping resources, like social support, sense of mastery, sense of control over one's life. Unfortunately, coping resources are not equally distributed."

What
are
you
listening
to?



photo © Stefan Bachmann

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One committed group of First Year PhDs

Kenta Asakura, MSW (Smith College), had a Seattle-based clinical practice at an outpatient counselling centre and a LGBTQ youth centre. He completed his postgraduate training at the Seattle Psychoanalytic Institute. Asakura wants to contribute to the field through research, teaching and clinical practice. His research focuses on knowledge construction of resilience among LGBTQ youth in a homophobic environment and relationship-based social work practice. He's enjoying learning with such a wonderful group (even if leaving his practice and support system was harder than anticipated).

Sarah Beatty, MSW (York University), worked in child welfare as a child protection worker and research project coordinator. She loves research and this is an in-

credible opportunity to delve into it. Beatty's dream is to work with a community-based collaborative team answering research and program evaluation questions. Her research focuses on the experiences of foster parents' own children within the child welfare system. Beatty finds the expertise, knowledge and experience of her classmates and professors inspiring. Her biggest challenge? A five-hour roundtrip commute.

Jessica Carriere, MA, Urban Planning (York University), worked for Social Planning Toronto and the United Way Toronto as a policy consultant and researcher. She's here because of the interdisciplinary focus and the breadth of research and community work available through the Faculty and its affiliates. "I look at the transnational/translocal

discursive circulation of targeted (or 'place-based') neighbourhood and community policy." She employs interpretive policy analysis, drawing on the British tradition of institutional critique. "It was a very nice surprise to discover that I was to be part of a group of doctoral students who support one another at the level that we do."

Gigi Goary, MSW (York University) worked as a child protection worker. Goary wants to create a space for real social change and hopes to develop knowledge based in the reality of communities being researched. "I want to promote and teach critical thinking and analysis of the structural barriers that organize our world. The focus of my research is how institutional racism, sexism and classism in education organize the mental health and well-being

of black women." Goary, who is enjoying the camaraderie among all the students, is a member of the Collective Hands Committee (which aims to meet the needs of black youth in care at Durham Children's Aid Society).

Rhonda Hackett, MSW (U of T), has worked in agencies and institutions as a social worker with people from diverse communities. She's here to learn how to do research. "Having practised for a long time, the next question is how can practice be supported by research?" Hackett wants to explore the migration experience of Toronto's Caribbean population. She's enjoying the opportunity to revisit old issues in new and wide-ranging ways. The big challenges so far "are time and funding – the PhD challenge."

Shira Hadas Moalem MA, Religion (Yale University), chose the Faculty because of its strong commitment to students' academic growth and excellence, its clear and concise academic trajectory and the breadth and depth of faculty and their research. Heterogeneity in professional background and research expertise breeds intellectual stimulation, she believes. Moalem was the director of a New York City-

based centre for older adults; she hopes to create increased and better services for the aging and use spirituality and alternative healing with underserved populations. She feels fortunate to be developing her "embryonic" social worker identity alongside classmates with such bright, fertile minds and to be learning to be a researcher with individuals both ethical and kind.

Kaitlin Schwan, MA (Art History), BA (Philosophy), is committed to social justice and believes that the Faculty is too. As a social worker, she wants to participate in ongoing struggles by fighting beside the marginalized and oppressed. Her arts-based research focuses on stigma management and resilience in youth living on the street. Schwan spent last year in Berlin, developing her activism and art. Balancing her academic life with activism, she lives in an artist/activist communal house based on environmental sustainability and community development. What's she enjoying most? The knowledge and passion of her colleagues.

Erin Michèle Treff, MSW, Critical Social Work (York University), BA, Interdisciplinary Women's

Studies (U of T), always wanted to teach, explore ideas and challenge boundaries. She worked as a housing policy researcher. Treff hopes to redefine what it means to be a social worker and combine the disciplines of gender studies, anthropology and social work. It's time, she says, for fresh critical research into feminist organizations and movements. Her research examines a contemporary feminist shelter for abused women as a space of ritual practice. Treff is struggling to find a work/life balance but remains convinced it can be done.

Melissa Van Wert, MSW (U of T), just graduated. She's frustrated by the injustices faced by so many individuals on a daily basis and hopes to enter the field while working towards her PhD. Her goal is to have an effect on social policy. Research, she believes, can effectively challenge society's injustices and create change. Van Wert wants to follow individual trajectories from birth to adulthood within the child welfare and youth justice systems, focusing on the impact of social policies. The learning experience so far has been stimulating and intense; the challenges have all been good ones.



"It's extremely important to talk to the people who are supposed to benefit from that research all through the process."

Charmaine Williams keeps starting conversations

When associate professor Charmaine Williams considers the work she does, she believes that its most direct effect is in starting conversations that wouldn't happen otherwise. "Research gives people information and language and if it's community-based, it creates venues for discussion," says Williams, who is associate dean, academic and the Factor-Inwentash Chair in Social Work Health and Mental Health.

Finding ways to take research out into the community has become increasingly important to her. That means ensuring that the community is involved all the way along and that findings are disseminated in useful ways. "It's extremely important to talk to the people who are supposed to benefit from that research all through the process."

A recent project with The Women's Hands Community Health Centre (which provides healthcare services to black women and women of colour) examined the experiences of racial minority women accessing primary healthcare. The project involved training staff to be more sensitive to the ways they were providing healthcare and also educating healthcare users about rights and strategies for more effective communication with providers.

"By getting service users to talk about what they expect from healthcare and what their rights are, we help them to become not demanding consumers, but informed consumers. Again, that's research facilitating conversations."

Another example is the recent research she's done with associate professor Peter Newman on HIV vaccines and how they used the community launch to place the information on people's agendas. "Black women are disproportionately at risk for HIV, so we sat down and talked to them, to the people who could benefit from this, as well as service providers and policymakers. Research brings people together."

Williams takes her work out into the community by sitting on committees with service providers and users and by offering continuing education workshops. "Doing that has an effect on your research. You see what's important, what's making a difference in people's lives and what their needs are."

Social work informs every research question she asks, because she considers the interaction between the person and the environment. "When I look at primary healthcare and I see that these women aren't getting enough access, that's not neutral to me. I think social justice is very important to our work. Because social work is a practice profession, these are not abstract concepts. As social workers, we want to make changes in things people experience now. My work has to be applied and it has to make a difference. It's that passion that underlies all the questions we ask."

MANY BENEFITS TO PRACTICUM OFFICE WORKSHOPS

Professional development sessions put on by the practicum office address issues that matter to field instructors like Scot Hodge and Jacques Robitaille.

"The sessions really help people in the field know that they're doing things in a somewhat calm and coordinated fashion. Because on a day-to-day basis, it can be difficult to know how to orient yourself. Take the example of learning goals. Many people don't know when to apply them. The workshops explain how they were developed and that helps us to understand how best to weave them into the work we do here with the students," says Scot Hodge, who supervises students in the Adult Mental Health program at the North York Community Hospital.

"Providing evidence-based research on what really works when supervising students has been enormously helpful. It's important to know what's been investigated and what has been found. I particularly enjoy the final presentation given by students to the community when I get to hear the latest reports from four or five researchers, all in one afternoon," says Jacques Robitaille, a social worker with the attendance program at Turning Point Youth Services, which offers counselling and support programs for youth and their families.

Save the date

May 25th, 6-9 pm – Alumni Association 2011 AGM, Spring Reunion & Book Expo. For more information, contact Cheryl Mitri at cheryl@cherylmitri.com.

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Want to give back to your profession in a meaningful way? Have even a small amount of time to help a current student launch his/her career? See page 8.

Your support is needed

Support your Faculty to help the next generation of social workers to succeed. To donate, contact Judy Scheininger at judy.scheininger@utoronto.ca

Do the Math, Eat the Math Campaign Highlights the Issue of Hunger

Students at the Faculty spearheaded a "Do the Math, Eat the Math" challenge this past November, signing up some 75 students and faculty to live off a standard food bank hamper for a few days. The province-wide campaign was designed to raise awareness about the inadequacy of social assistance benefits. Participants were encouraged to take an online "Do the Math" survey as well as subsist on only the contents of the hampers for as long as they could.

One organizer, MSW student Mark Woodnutt, whose placement is at The Stop Community Food Centre, says that he considered "the moment people realized they couldn't do it anymore and stopped – that moment was a success. Because it showed how impossible it is to live like that."

Another organizer, MSW student Jaylin Bradbury whose placement is at the Children's Aid Society of Toronto, wanted to bring social awareness campaigns to the Faculty. "On a personal level – and in as respectful a way as possible, I wanted to have an experiential understanding of what some of the clients I'm working with go through. There's a difference between hearing something like that and actually experiencing it yourself."

Meet Our Five Newest Faculty Members



RUPALEEM BHUYAN's interdisciplinary background is in international studies, cultural anthropology and social welfare. Integrating interpretive policy analysis and community-based participatory action research, her focus is immigration and violence against women. Current research explores access to domestic violence services for immigrants in crisis.

"What does it mean to be a citizen or to live in a city like Toronto without these rights? Who gets included or excluded?" Bhuyan points to a recent policy victory to maintain safety for women accessing violence against women support services. By an order from the Canada Border Services Agency's Toronto Regional Director, Toronto area immigration officers may no longer enter violence against women spaces to enforce deportation orders. "We must work to provide access to needed services based on people's humanity, not on legal status."



SHELLEY CRAIG's research concentrates on the social determinants of health and mental health for sexual minority youth. "This is a new area of research for social workers: examining how social exclusion – perceived discrimination or bullying – leads to school and health problems," she says. "And how social support or inclusion potentially leads to better health outcomes."

Craig worked for years in health and mental health settings and her expertise is in delivering effective services to vulnerable populations. "I work with agencies to create programs to help young people improve their health, mental health and school performance." She recently developed and implemented an extensive Miami-based project bringing intervention programs for vulnerable youth and their families directly into schools.



LIN FANG's research falls into two areas: substance abuse prevention among underage adolescent girls and the development of culturally appropriate mental health services for ethnic minorities. Before joining the Faculty, she worked as a research scientist and adjunct assistant professor at Columbia University and as a social work supervisor in a mental health program in New York City.

Fang conducted a randomized US clinical control trial in which mothers and daughters participated together in a Web-based substance abuse prevention program that strengthened parent/child communication and bonding. Currently, she is researching how individuals in immigrant families negotiate previously learned and newly acquired values, beliefs, norms and practices within their families and how these families respond to their new globalized cultural environments.



Her work in community health agencies where much of the population came from diverse cultural backgrounds led **EUNJUNG LEE** to focus on the need for culturally relevant services.

Lee is researching the settlement and integration experience of Toronto Korean families. "According to the Toronto District School Board, 59 per cent of all primary and secondary school international students are South Korean. Given the magnitude of this schoolyard population, we must help school boards to communicate with these students." Her research focuses on the impact of immigration patterns on the family. "Building our knowledge can be a wonderful beginning to developing our cultural competence. Culture means the way people live, how they educate their children, conduct their lives and access health and mental health services."



MIKE SAINI observed the plight of children caught up in acrimonious interparental conflicts during his years as an intake worker with the Children's Aid Society in northern Ontario. His research goal is to understand why some parents remain stuck in conflict after separation and divorce and the resulting effect on parenting and children.

"High conflict is the most significant factor associated with the maladjustment of children after separation and divorce. As social workers, we need to work with parents to protect children from the negative exposure to conflict. To make the most change in these situations, parents need knowledge, skills and strategies both to parent children effectively and shelter them from the impact of conflict."

Scholarships have the **POWER** to change lives.

A HUGE THANK YOU TO OUR GENEROUS CONTRIBUTORS AND VOLUNTEERS.

The extraordinary generosity and vision of contributors to the Faculty resonate in innumerable ways. Providing financial aid to students has an immediate impact on future generations of social workers and through them, on our entire community. We are enormously grateful to our donors for helping us to remain accessible to all academically qualified students regardless of their financial circumstances.

Matching programs have the ability to make your funds go so much further.

Currently there exists a remarkable opportunity to leverage donations made in support of graduate student aid, through the Ontario Trust for Student Support program (OTSS), an Ontario government initiative. Contributions made to establish awards, bursaries and scholarships will be matched dollar-for-dollar, resulting in an endowment that is comprised of your gift and the matching funds. This unique matching program allows you to double the amount your investment will yield. By creating an endowed scholarship, you can make a huge difference in the lives of our students by ensuring that a scholarship is awarded on an annual basis, in perpetuity. Contact Christina at fund.fsw@utoronto.ca to discuss establishing a scholarship.

The Marion Soloway Scholarship in Social Work Practice

Social worker Marion Soloway, MSW (U of T), has created a scholarship focused on a subject she is passionate about – clinical practice. "I've been in clinical practice my entire career. It's what I believe in and what I was trained for by the Faculty. It's my passion. I'm delighted to help students who share my interest." **The Marion Soloway Scholarship in Social Work Practice** will be awarded to students who show merit, financial need and interest in practising clinical social work in a social work setting.

Soloway has remained connected to the Faculty as a loyal friend for many years, in particular through her relationship with professor Marion

Bogo. She always intended to do something for the school that did something for her. This intention was strengthened when she learned that the impact of her donation could be tripled through the Graduate Student Endowment Fund (GSEF), an Ontario government matching initiative.

We extend our warm thanks to Marion Soloway as a committed alumna for acknowledging the Faculty in this way by creating **The Marion Soloway Scholarship in Social Work Practice**.



Marion Soloway

The Ember Award

Our sincere thanks go to the representatives of the former Ontario College of Certified Social Workers (OCCSW) who have set up **The Ember Award**. We very much appreciate their generosity and foresight in creating this award which will provide financial aid to MSW students at the Faculty on an annual basis, in perpetuity.

The OCCSW was an organization established for the voluntary registration and voluntary regulation of social workers in Ontario. When the organization was wound down and its affairs were finalized, the decision was made to make a donation to the Faculty that will provide support for students. The impact of this endowment was doubled because the funds were matched dollar-for-dollar through the Ontario Trust for Student Support matching program.

The Dorothy Shekter Scholarship

Lorie Shekter-Wolfson, MSW (U of T), Assistant Vice-President, Waterfront Development and Dean, Community Services and Health Services at George Brown College, says that one of the best ways she could think of to honour her mother's life was by setting up a scholarship. That's because Shekter-Wolfson's mother, Dorothy Shekter, MSW (U of T), became a social worker only because she received a scholarship herself. "She received the Rabbi Brickner scholarship, which still exists. That shows how profound and

enduring these scholarships can be. My mother's story demonstrates that these scholarships are significant and sustainable."

Dorothy Shekter worked for Jewish Federation in Hamilton for many years, helping Jewish refugees to resettle after the war; she also worked at Hamilton's Addiction Research Foundation. "Many people have told me how much my mother helped them. This scholarship is motivated by my mother's basic belief in giving back. There is a circular quality here. I'm keeping my mother's name alive by attaching it to something that will help future social workers."

We want to express our appreciation to the Shekter family for this generous contribution which was matched through the Ontario Trust for Student Support program. It is an honour to have **The Dorothy Shekter Scholarship** in memory of one of our valued alumni.



Lorie Shekter-Wolfson (far left) and Dorothy Shekter (far right), both alumni, with other participants at the Faculty's 80th anniversary

The Luba and Icek Muskat Award

We are extremely grateful to Tammy Muskat-Balitsky and her husband, Jerry Balitsky, for creating **The Luba and Icek Muskat Award** in her parents' names as a way to honour their story as Holocaust survivors. "In years to come, I want Luba and Icek Muskat to be remembered for their strength and ability to survive," she says. "The message of my parents' lives is one of hope and inspiration, which is what we provide in social work, by helping people to rebuild their lives. This scholarship is a voice for my parents when they didn't have one themselves."



Tammy Muskat-Balitsky

Muskat-Balitsky is a Professional Practice Leader and Educational Coordinator for social work field instruction at North York General Hospital. In acknowledgement of her outstanding commitment to field education, she received the Heart of Social Work Award from the Council on Social Work Education – the first time this award was given to a Canadian. "When I heard," she says, "I thought immediately of my parents. They understood the value of social workers because they needed help themselves when they came here. If this scholarship can ease someone's life during a difficult time, it will achieve its goal. A scholarship can be a significant catalyst by changing lives for generations to come." The power of this endowment is even greater because its impact was doubled through the Ontario Trust for Student Support matching program.

Lynn Factor receives U of T's Arbor Award in recognition of her service to the university, with David Naylor, President of U of T and The Honourable David Peterson, Chancellor of U of T. We are honoured by the continued profound commitment shown to the Faculty by Lynn Factor and her husband, Sheldon Inwentash.



CATCHING UP WITH SOME OF OUR STATUS ONLY FACULTY

The Tzu Chi Bursaries in Social Work

The Buddhist Compassion Relief Tzu Chi Foundation has been an esteemed and much-valued partner, with whom we share a common mission, for the past sixteen years. Since 1995, the Foundation has provided five bursaries a year to students who are active in community work and an additional gift in 1996 allowed the Faculty to name the

student lounge The Tzu Chi Buddhist Lounge.

An award ceremony to honour student recipients of the 2010 Tzu Chi bursaries and to report on the Foundation's international work was held in that lounge on November 17th. Dean Mishna welcomed Mr. Fred Yuan and other members of the

Tzu Chi Foundation by saying how deeply honoured the Faculty is by the relationship.

"We share the goals of the Tzu Chi Foundation to assist in humanitarian causes, to improve the lives of the vulnerable and make our communities and society as a whole, healthier and stronger," she said. Students

at the ceremony expressed their gratitude to the Foundation for their generosity and for making a difference in their lives.

We very much appreciate the continued support of the Tzu Chi Foundation and look forward to strengthening this relationship in years to come.



Each of these Status Only faculty members is employed in a full-time position outside of the Faculty that is primarily research or education. Here's a small selection of their cutting-edge activities. We'll be profiling more Status Only and Adjunct faculty in the future.



JIM CULLEN, PhD, Social Work (U of T), is the Clinic Head/Man-

ager of Rainbow Services and IGT Concurrent Disorders, Centre for Addiction & Mental Health (CAMH). Rainbow Services is the only inpatient and outpatient counselling and treatment program in Canada for LGBTIQ individuals with substance abuse issues. "My research focuses on addiction and treatment issues in this community which has been underserved. They weren't accessing mainstream services because they were experiencing barriers like discrimination and insensitivity to their specific needs." Cullen's research points to the importance of adjusting programming and services to address the LGBTIQ population's particular needs. "As a helping profession, social work is uniquely suited to work with this population because it considers the structural and environmental context as well as individual risk factors."



DEB GOODMAN, PhD, Social Work (U of T), conducts research on

vulnerable youth, their families and the systems that serve them at the Child Welfare Institute of the Children's Aid Society of Toronto. Her goal, she says, is to get data to become information that contributes to evidence-based decision-making. "Evaluation is best done when created collaboratively," she says. "I involve frontline workers, supervisors, agencies and service recipients all the way along. The data must be grounded and feasible and make sense to people. A program can then be improved in relationship to needs. We all benefit when the health sector, academia and the community partner together."



MARILYN HERIE, PhD, Social Work (U of T), is the director of TEACH,

a Centre for Addiction and Mental Health (CAMH)/U of T Faculty of Medicine interprofessional certificate program which trains healthcare clinicians to help people quit smoking. She's also Director of U of T's Collaborative Program in Addiction Studies. "It's crucial to have social workers in leadership roles in interprofessional education." Herie contributed to the development of a clinical supervision manual for mental health and addiction professionals with Faculty professor Marion Bogo and clinical colleagues at CAMH.



TED McNEILL, PhD, Social Work (U of T), is the Director of Social Work

at the Hospital for Sick Children (SickKids). Using methods developed by the United Way Toronto, McNeill's research creates a provocative picture of the toxic effects of poverty on children's health. "56 per cent of our admissions are from high poverty neighbourhoods; they're more complex; they stay longer. Kids from high poverty neighbourhoods make up 65 per cent of the deaths that occur at SickKids. There's incredible injustice in those numbers." McNeill says social workers provide a much-needed vantage point in hospitals – not only as family advocates in accessing resources and support but also by interpreting the family's circumstances to healthcare teams who may not appreciate the hardships faced by patients.



BARBARA MUSKAT, PhD, Social Work (U of T), is an Academic & Clinical Specialist in Social Work at the Hospital for Sick Children and has a small private practice focused on Autism Spectrum Disorders (ASDs) at The Redpath Centre. She is conducting the first study of the hospital experiences of children and teens with ASDs. "They have a higher incidence of hospitalization. We want to understand their experience and find better ways to support them." She's also researching, with assistant professor Shelley Craig, hospital-based social work and the strengths and challenges faced by these social workers. Another study examines the experience of healthcare workers who work with dying children. Teaching two courses at the Faculty, as well as being a field instructor and Faculty Field Liaison, Muskat maintains strong Faculty ties.



SVETLANA POPOVA, MD (Turkmenistan), MPH (USA), PhD, Social Work (U of T), is an Independent Scientist at Public Health and Epidemiological Research Department at the Centre for Addiction and Mental Health (CAMH), researching addiction and mental health. She collaborated on the WHO Global Burden of Disease studies on alcohol consumption as a risk factor for burden of disease and was one of the conductors of the second Canadian cost study on Substance Abuse and Avoidable Cost of Alcohol Abuse in Canada. She is principal investigator on a study developing an economic model for estimation burden and cost of Fetal Alcohol Spectrum Disorder (FASD) in Canada and other countries and co-principal investigator on a twelve-country

study under the guidance of the WHO estimating FASD's prevalence and incidence.



KELSEY SIMONS, PhD (University of Maryland), is a Social

Work Scientist at Baycrest's Kunin-Lunenfeld Applied Research Unit. She's conducting the first work-force study of Canadian social workers who work across settings with older adults, focusing on workplace factors like job satisfaction and organizational commitment in order to promote training and retention. She also researches long term care and the quality of psycho-social services in this environment. "The value and role of the social worker in long term care is not always acknowledged. I think of these places almost as mental health settings since so many residents have mental health disorders, like dementia and depression. But they aren't staffed for that. Social work can play a strong role here."



KEVIN STODDART, PhD (U of T), is the founding director of The Red-

path Centre, an organization for individuals with Asperger Syndrome, the only one of its kind in Canada. "The system is not meeting the needs of individuals with this Autism Spectrum Disorder (ASD). Many kids with Asperger Syndrome aren't identified early so they miss out on intervention opportunities and we're in catch-up mode when it comes to diagnosing adults. We have no data in Canada on the needs or profiles of adults with ASDs and we are only just realizing that the spectrum is much broader than we once thought." Stoddart is a strong advocate for social work presence in the treatment of individuals with ASDs.

WHAT KIND OF CITY DO WE WANT TO LIVE IN?

"The Three Cities Within Toronto" report appeared on The Globe and Mail's front page when it was launched at the Faculty on December 15th. CBC, Global and CTV covered it, too. The study details how the decline of Toronto's middle income group is dividing our city more than ever before. Revealing a disturbing portrait of an increasingly polarized landscape, it has dramatic implications for the kind of city we want to live in.

The report's author is Faculty professor David Hulchanski, who is also the Associate Director for Research at U of T's Cities Centre and the Dr. Chow Yei Ching Chair in Housing. Hulchanski says that cities have always been divided, but now, in a city that is growing as fast as ours, the divisions are much more pronounced. Toronto's middle income area was 66 per cent in 1970. By 2005, it had fallen to 29 per cent. And the low income group of neighbourhoods, which was only 19 per cent in 1970, had increased to 53 per cent.

What's surprising is just how many neighbourhoods are trending downwards. This changes our idea of Toronto. "We're the city that celebrates diversity," Hulchanski says. "We're still one of the most ethnically and culturally diverse cities, but the diversity lives in city # 3 [neighbourhoods with declining socio-economic status]. City # 1 [neighbourhoods increasing in socio-economic status] is 82 per cent white. And the quality of public services, the number of subway stations and the range of social services, that's all in city # 1."

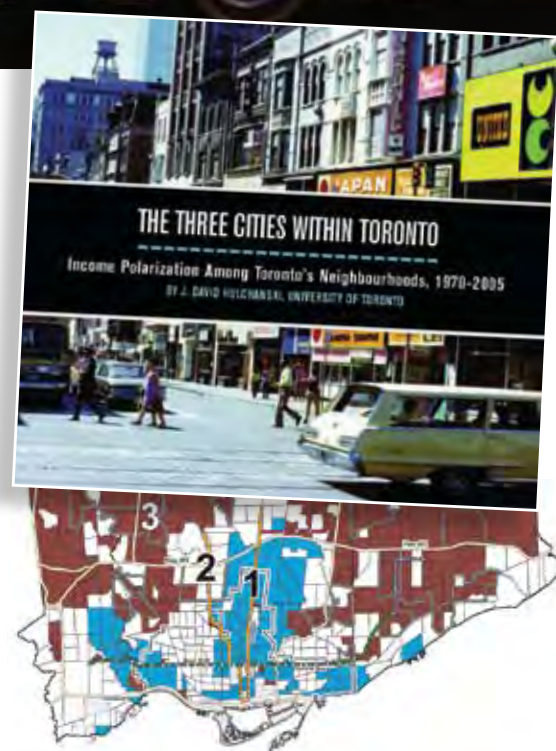
The report was commissioned by St. Christopher House, curious to see if they should continue to focus their services in the traditional service area south of Bloor. Using census tracts over a 35-year period to

show how the average status of residents in each neighbourhood has changed led to some startling results. The area inhabited by St. Christopher House remains, despite gentrification, low-income and the need for social and immigrant settlement services remains strong. However, the need has also spread to areas once considered middle income – much of Scarborough and northern Etobicoke – where few social service agencies exist.

NOT ONLY A TORONTO PHENOMENON, THE TREND IS ALSO OCCURRING IN THE SUBURBS AND ACROSS URBAN CANADA.

Not only a Toronto phenomenon, the trend is also occurring in the suburbs and across urban Canada. The big change, Hulchanski says, is a societal one. "We are no longer a middle income society that provides jobs with middle income wages. There are major implications here for social work. Huge policy changes need to happen in terms of affordable housing and income distribution on the federal and provincial level. Then there's a variety of small things that a city can do."

Hulchanski considers his report a wake-up call to action. The segregation of the city by income and ethno-cultural origin is not inevitable or irreversible. Hulchanski says that we need to begin slowing and reversing this trend, by building towards a notion of one city in which the disparities are far less extreme.



Three Cities in Toronto:

Grouped on the basis of 35-year individual income trends, 1970 to 2005, by census tract

- CITY 1** Income increased 20% or more since 1970
- CITY 2** Income increased or decreased less than 20% since 1970
- CITY 3** Income decreased 20% or more since 1970

She's Our Tenacious Alumni President

When Alumni President Doreen Winkler received the National Distinguished Service Award from the Ontario Association of Social Workers in 2008, she told the assembled crowd, "I have great fun telling students that I'm the person they can ask anything they always wanted to know about blindness but were afraid to ask."

Therapy helped Winkler, who was born blind, deal with the stigma of her disability. "It's important to work out personal problems that impede you in your work if you choose a career in helping others with theirs. I probably went through what anybody with a disability goes through. You feel, no matter how much you accomplish, you still have the disability and you're still not as good as other people who don't have it. When you shift your self-image from what you cannot do onto what you *can* do, your lifestyle changes from passive introspection to productive activity."

This "can do" attitude has been something of a theme for Winkler, the daughter of a forward-looking prairie mother who made sure her daughter got an education because she'd never had one. Winkler has an MSW and PhD from the Faculty. As Alumni President, she has demon-

strated repeatedly that same tenacity and enthusiasm, successfully bringing together graduates from different generations to further strengthen and build the organization.

Her remarkably varied career has taken her from working in family service agencies and mental health settings, to teaching, to a private practice focused on people grieving personal losses, to appointments to the Canadian Human Rights Commission and the Immigration and Refugee Board of Canada. These days, Winkler sits on the Ontario Review Board, dealing with people who have committed a crime and who, by reason of a mental disorder, may not be fit to stand trial or may not be criminally responsible for their crime. This appointment presents her with new and exciting challenges as the work is based in both the mental health field and the justice system.

Winkler is a proud and enthusiastic social worker. She believes that social work training and experience can be valuable assets in many jobs, both within and outside social work settings. "On the Immigration and Refugee Board, when it came to weighing evidence," she says, "I always considered the global picture of applicants' lives because in social work it's the way we begin to assess clients' problems."

Winkler believes that social workers can empower people to use abilities they may not even know they have. A basic element of assessment is finding out what those abilities are and what stops people from using them. "Among many other things, I learned how important it is to help people with problems in ways that ultimately develop their own self-determination and personal empowerment."

An invigorating day for school social workers

A November 12th, 2010 professional development day held at U of T just for school social workers focused on evidence-informed practice related to working with children, adolescents and families. "Translating Research into Real World Practice" was co-sponsored by associate professor Ramona Alaggia, Factor-Inwentash Chair in Children's Mental Health, and dean and professor Faye Mishna, Margaret and Wallace McCain Family Chair in Child and Family.

What effect does a day like this have on school social workers?

"Getting the chance to hear timely and relevant presentations connected us back to research and the university, where it all began. But most of all, the entire day connected us to each other. Bringing us together like that rarely happens. Colleagues who never see each other were having amazing discussions about how they do things at their schools," John Wilhelm, Chief Social Worker at the Toronto Catholic District School Board

"It was an incredible opportunity to link theory and practice. Because the information was practical, people were motivated to go back Monday and start applying an evidence-informed approach. Emerging issues were discussed and challenges were laid down that got everyone thinking. And since we were able to talk about developments in the field with professors, the exchange of knowledge went two ways," Dave Johnston, Senior Manager, Professional Support Services at the Toronto District School Board