



ALBERTA COLLEGE OF
SOCIAL WORKERS

2025
ANNUAL
REPORT



2025
ANNUAL REPORT

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BACKGROUND

The Alberta College of Social Workers (ACSW) is the regulatory college for the profession of social work in Alberta. ACSW's mandate and purpose, as legislated by the *Health Professions Act* (HPA), is to serve and protect the public interest by ensuring that social workers provide safe, ethical, and competent services to Albertans.

The HPA outlines ACSW's regulatory mandate and responsibilities to govern and regulate the practice of social work by establishing requirements for mandatory registration, competence, professional conduct, the practice of restricted activities, the clinical practice specialization and standards for social work education approval. The HPA sets out title protection and scope of practice for use by registered social workers (RSWs) providing services to Albertans.

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The Alberta College of Social Workers is the regulatory college for the profession of social work in Alberta.





MANDATE & PURPOSE

Under the *Health Professions Act*, the mandated objectives of the ACSW are:

- To serve and protect the public interest
- To provide regulatory oversight of the social work profession
- To establish, maintain and enforce requirements for registration and competence
- To establish and maintain requirements for practice enhancements including the clinical practice specialization and the practice of restricted activities
- To establish, maintain and enforce Standards of Practice and a Code of Ethics
- To establish and maintain a complaints and discipline process to address unprofessional conduct
- To approve social work education programs for registration

PROTECTION OF THE PUBLIC

Under the *Health Professions Act*, the role of a regulatory college is to “carry out its activities and govern its regulated members in a manner that protects and serves the public interest”. To fulfill this role, ACSW has adopted a Code of Ethics and Standards of Practice to guide the professional activities of social workers across fields of practice. Registration with ACSW is mandatory for people with a recognized social work credential practicing within the scope of social work in Alberta. A key part of registration is the Competence Program, which requires all registrants to maintain and enhance their current practice knowledge and skills.

ACSW is also mandated to maintain a public registry of registered social workers authorized to practice in Alberta, which members of the public can search to verify that a social worker is registered. Members of the public are able to make a complaint to the College about any social worker acting in an unprofessional manner. Complaints are investigated by ACSW to address unprofessional conduct and to determine if discipline is required. ACSW works together with registered social workers to uphold accountability in social work services delivered to clients, families and communities, and public trust in the social work profession.



ACSW STRUCTURE

PROFESSIONAL REGULATION | PUBLIC PROTECTION



ACSW COUNCIL

ACSW COUNCIL MEMBERS:

Samuel Mammen, RSW, CHAIR

Peter Baylis, RCSW, VICE CHAIR

Elizabeth Goldie, PUBLIC MEMBER, SECRETARY

Ashley Baxter, RSW, TREASURER

Lateef Habib, RCSW, MEMBER AT LARGE

Musa Keita, RSW, MEMBER AT LARGE

Trevor Liskowich, PUBLIC MEMBER

Allen Billy, PUBLIC MEMBER

Geraldine Smith, PUBLIC MEMBER

Bradley Pickering, PUBLIC MEMBER

COUNCIL

The ACSW Council is established under the *Health Professions Act* and is responsible for governing the profession and overseeing the regulatory mandate of the College, ensuring all duties and responsibilities of the College are carried out in a manner that serves and protects the public interest.

The Council is comprised of ten people: 50 percent regulated members and 50 percent public members.

Regulated members are elected through the election process

established in the ACSW bylaws while public members are appointed by the Government of Alberta. In 2025, ACSW held an election to fill available positions on Council and welcomed Ashley Baxter, Lateef Habib and Musa Keita to their first term. In 2025, the Council recognized the service of outgoing Council members Siu Ming Kwok, Katie Richardson, Dayirai Kapfunde, and Daryl Pamplin.

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The Council is comprised of ten people: 50 percent regulated members and 50 percent public members. Regulated members are elected through the election process established in the ACSW bylaws while public members are appointed by the Government of Alberta.



GOVERNANCE

The Council is responsible for the governance of the profession through the development of regulations, Standards of Practice, a Code of Ethics and bylaws to regulate the practice of social work in Alberta, ensuring that the College fulfills its mandate as set out in the *Health Professions Act* and other governing statutes.

In accordance with the HPA, legislative and governance committees are established by Council to support the College in performing its legislated mandate. In 2025, ACSW

undertook a review and revision of its committees to carry out recommendations approved in the ACSW Governance Revision Project. To ensure a proportionate and effective governance framework, recommendations to establish a new committee structure were approved by Council. Governance committees of Council include the Governance and People Committee and the Finance and Audit Committee. Legislated regulatory committees include the Registration Committee, Discipline Committee and the Clinical Committee.

THE GOVERNANCE GOALS ACHIEVED IN 2025 INCLUDED:

- A merit-based 2025 Council election was held in accordance with the ACSW bylaws. Samuel Mammen, RSW, was elected Council chair and Peter Baylis, RCSW, was elected vice chair. Council appointed Ashley Baxter, RSW, as treasurer and Elizabeth Goldie, public member, as secretary. These four Council members form the new Governance and People Committee.
- Council affirmed governance appointments in accordance with the HPA.
- A Risk Management Framework in accordance with the Governance Revision Project recommendations.
- A Practice Guidance Development Framework
- Updates to the Competence Program, to strengthen the competence of the profession. This included approval of policy to provide equitable accommodations.
- Practice guidance on psychedelic assisted psychotherapy and private practice.
- Changes to the education approval program and amendments to the Education Program Standards for social work diploma programs.
- Education program reapproval of the Portage College Social Work Diploma Program and approval of candidacy status for a new social work diploma program at Northwestern Polytechnic.
- The 2026-2028 Strategic Plan.
- The 2026 ACSW budget.
- Amendments to the fee schedule for 2026.
- The 2024 audited financial statements and appointing KBH Chartered Professional Accountants for a period of five years.
- The 2024 ACSW Annual Report for submission to the Minister of Health.
- Committee revisions in accordance with the Governance Revision Project recommendations.
- Recommendations to adopt foundational principles on reconciliation, equity, diversity and inclusion (REDI) and to implement a REDI action plan in accordance with the ACSW Strategic Plan and the Governance Revision Project recommendations.
- The bylaw revisions in accordance with the Governance Policy Framework. The new bylaws established that Council will consist of five regulated members and five public members.
- Terms of reference for Council and the Governance and People Committee, Finance and Audit Committee, Chair Charter, Registration Committee, and Appeals Committee.
- Policies for Council and governance committees in accordance with the Governance Policy Framework.



PUBLIC MEMBERS' REPORT

Public members are appointed by the Alberta government to assist regulatory colleges in carrying out their legislative mandate to govern the profession in a manner that protects and serves the public interest.

The role of public representatives on ACSW's Council is to enhance a college's ability to balance the values and interests of its regulated members with those of the public to help it act fairly and adhere to statutory requirements as set out by the *Health Professions Act* and any other applicable legislation. Tribunals also call on public members from a tribunal roster to participate in Hearing Tribunals or Complaint Review Committees to hear evidence, make decisions and establish sanctions if appropriate.

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The role of public representatives on ACSW's Council is to enhance a college's ability to balance the values and interests of its regulated members with those of the public...

Public members are appointed by Order-In-Council and may serve a maximum of two three-year terms. Public members represent a variety of professional backgrounds and offer perspectives that are external to those of regulated members of the profession.

To ensure that the perspective of the average Albertan is represented in the ACSW, public members are given rights and responsibilities equal to those of elected members of ACSW Council, including representation on Committees of Council and governance committees. Together, public members and elected members of the profession bring a diverse skill set and perspective to Council that ensures



strong governance and oversight of the profession in the public interest. Public members are committed to being fully informed about ACSW's legislative role and mandate, current regulatory trends, and strategic planning. This is achieved by active engagement in Council meetings, serving on regulatory and governance committees and participating in other ACSW initiatives, such as contributing to the ACSW Strategic Plan and engaging in governance training.

In accordance with the *Health Professions Act*, the composition of Council must consist of 50 percent public member representation and 50 percent profession representation. In 2025 on the ACSW Council, there were five seats available for public member representation. The public members on the ACSW Council were Trevor Liskowich, Elizabeth Goldie, Allen Billy, Geraldine Smith and Bradley Pickering. They formed part of a dedicated Council which serves the public interest through governance of Alberta's social work profession.



CHAIR'S REPORT



SAMUEL MAMMEN, MSW, RSW

As I embarked on my role as ACSW Council chair in 2025, this year signified a paradigm shift in the relationship between Canada and the USA. ACSW is well-positioned to navigate this evolving landscape.

We are committed to an approach that balances public protection with the evolving mobility of professionals among provinces and internationally. Strengthening national cohesion in collaboration with the Canadian Council of Social Work Regulators ensures a unified, national response to international shifts in the professional landscape.

The social work profession continues to experience steady growth in Alberta. In 2025, the profession expanded to over 10,000 registered social workers. Social workers are accountable to the profession through the College and the *Health Professions Act*, diligently meeting legislative requirements to protect the public we serve.

In September 2025, ACSW Council and staff developed a plan to guide ACSW's strategic goals for the next three years. These goals are based on values every social worker holds dear, including public interest and protection, professionalism, competence, lifelong learning, allyship, reconciliation and equity, fairness, consistency and transparency. The 2026-2028 Strategic Plan outlines three goals: Fulfil our regulatory mandate; promote awareness of the scope of practice and the importance of regulating social workers; and demonstrate organizational excellence.

The previous Council initiated the ACSW Governance Revision Project, which focuses on four key directives: Governance structures, practices, and processes embed equity, diversity, inclusion and reconciliation; governance policies, reporting, and risk management

align with legislation and the regulatory mandate, and are proportionate and consistent; Council and committee structures and practices are proportionate and agile; and performance of strategy and outcomes are reported and measured. In 2025, the ACSW Council continued and supported this work.

In ACSW's previous Strategic Plan, ACSW and Council committed to be leaders in the integration of the principles of truth and reconciliation, equity, diversity and inclusion. In June 2025, Council adopted the reconciliation, equity, diversity, and inclusion (REDI) principles: Strengthen cultural competency and awareness; embed REDI into ACSW policies and procedures; commit to diverse representation and leadership; and embrace community relationships.

Another major ACSW achievement in 2025 is the Council-approved recommendations to update the education program approval process and the Education Program Standards for social work diploma programs.

I eagerly look forward to the year 2026 and my continued tenure on the ACSW Council. The work continues as we pursue the ACSW vision and mission in our decision making. As a Canadian social worker in 2026, I feel immense pride in our profession's evolution into a regulated profession advocating for equity and embracing the diverse tapestry of Canadian society. I am proud to be part of a profession that is working toward a future of continued hope and lasting impact, which is a noble pursuit indeed.



EXECUTIVE DIRECTOR & REGISTRAR'S REPORT



In 2025, ACSW's strategic priorities focused on good governance, building capacity, improving regulatory programs and strengthening relationships to protect the public.

ACSW aims to be accountable for our regulatory work, prioritizing areas of improvement and measuring our progress. We are embracing innovative ideas and technology, revising our governance structure, enhancing communications, and modernizing regulatory processes to ensure equity, fairness, transparency and consistency.

Striving toward goals set out in the new Strategic Plan, we modernized the registration and competence programs with a new regulatory management system. The new registrant portal launched in August, with ongoing system development to enhance courtesy and e-practice registries, with further enhancements scheduled for 2026.

In 2025, the profession grew to over 10,000 registered social workers, with thirteen post-secondary institutions delivering high-quality social work education. To meet the needs of a growing profession and a dynamically changing legislative mandate, it is important that ACSW has appropriate resources to meet legislative requirements and provide guidance to registrants in their service to Albertans.

ACSW works diligently to continue to meet legislative requirements under the *Health Professions Act*. In 2025, with Council and robust engagement with registrants and partners, we completed an in-depth review of the Competence Program for the first time since its inception in 2005. The program was revised to align with best practices, focusing on professional development and engagement. Education Program Standards were re-designed, setting out

new standards for Alberta's social work diploma programs.

During the fall legislative session, the Government of Alberta passed Bill 13: *Regulated Professions Neutrality Act*. This bill sets out a clearly articulated mandate for Alberta's regulators focusing on preserving rights and freedoms of regulated professionals. Bill 13 prohibits regulators from disciplining registrants for off-duty expressive conduct; prohibits regulators from requiring competence or training unless it pertains to ethics or standards; establishes neutrality expectations for regulators; and sets out a new standard of review for decisions and appeals. While the full impact of Bill 13 is not known, we're committed to ongoing collaboration with our government and regulatory partners, to ensure our regulatory structure meets the legislative mandate while strengthening public trust. We continue to build stronger relationships with employers to close the gap on unregistered social work practice.

In 2026, social work celebrates 100 years in Canada, a monumental achievement in our profession's history. For a century, our profession has maintained a collective commitment to ethical and competent practice, upholding equity, diversity and inclusion in our service, and promoting a safe and just society. I offer my heartfelt gratitude to every registered social worker for their unwavering commitment to the vigilant delivery of ethical, safe, and competent social work services to Albertans.



REGISTRATION INFORMATION

NEW REGISTRANTS

ACSW received 786 new applications for registration this year, and all were approved. Two applications received in 2024 were denied registration in 2025. There were no unqualified applications. Of the approved registrants, 546 were new graduates from approved programs, with 471 from Alberta. Of the total new registered social workers, 54 were first time applicants, 97 were gained through labour mobility, one was substantially equivalent, 75 had international qualifications, and 13 had American qualifications.

REVIEWS BY COUNCIL

There was one registration application review conducted by Council in 2025.

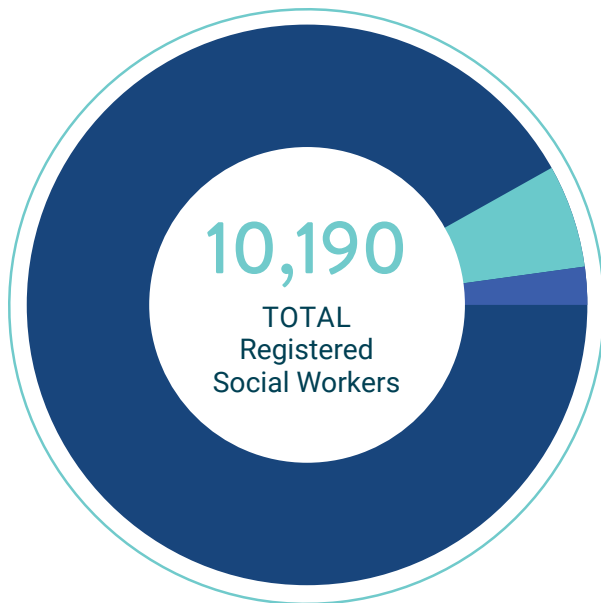
REGISTRANT DETAILS

At the end of 2025, ACSW had a total of 10,190 regulated members, which is an increase of 403 registered social workers over 2024. There were 621 practice permits not renewed. Eight active practice permits were restricted. At the end of the year, there were 603 inactive registered social workers and 216 registrants from other jurisdictions on the courtesy registry. Throughout the year, 208 applications were reinstated after being cancelled.

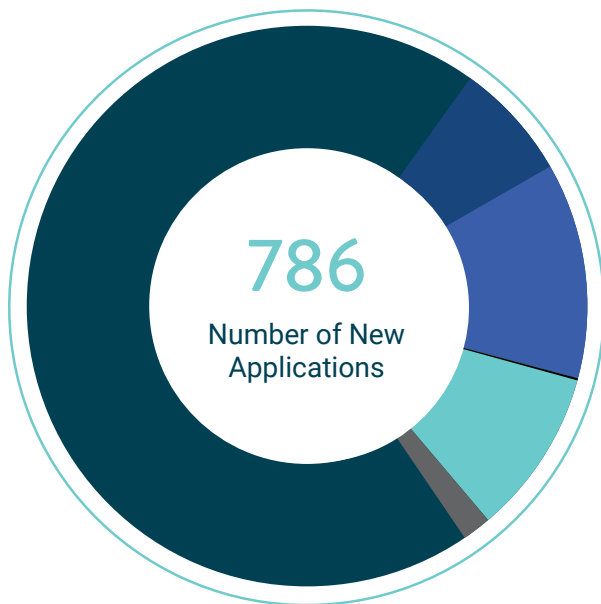




REGISTRATION STATUS



- ACTIVE
9,371
- INACTIVE
603
- COURTESY
REGISTRY
216



- NEW GRADS
546
- FIRST TIME APPLICANTS
54
- LABOUR MOBILITY
97
- SUBSTANTIAL
EQUIVALENCE
1
- INTERNATIONAL
APPLICATIONS
75
- AMERICAN
13





REGISTRATION COMMITTEE

The Registration Committee is a legislative committee established under the *Health Professions Act* to advise Council on matters relating to the establishment, maintenance and enforcement of standards for registration.

COMMITTEE PURPOSE:

- To determine, in accordance with HPA regulations, a combination of education, experience, practice or other qualifications that demonstrate the competence required for registration as a regulated member;
- Where necessary, to require an applicant for registration to undergo assessment for the purpose of determining whether the applicant would create a danger to the public or be unsafe for practice;
- To impose conditions on an approval of registration that are deemed to be in the best interest of the public, and to monitor compliance with any conditions imposed on registration or a practice permit;
- To review applications for reinstatement from individuals cancelled under part 4 of the HPA; and,
- To carry out other duties relevant to the registration of members as assigned.

In consultation with the registrar, this committee advises Council on matters relating to registration and implementation of requirements from the *Health Professions Act*, *Labour Mobility Act*, and *Fair Registration Practices Act*. In 2025, the committee reviewed its terms of reference and recommended amendments to Council, which were approved to align with the Governance Revision Project recommendations.

This committee has reviewed increasingly complex registration applications throughout the year that have required considerations of good moral character, governability and protection of the public. In 2025, the committee

conducted two reviews of registration applications and issued decisions in both matters. One applicant appealed the decision to a Committee of Council, where the decision of the Registration Committee was upheld.

The Registration Committee stays informed on current legislative and regulatory issues and trends impacting registration. In 2025, current issues and trends impacting registration included labour and workforce mobility, social work workforce data collection, professional liability insurance requirements, the social work practice exam, the development of a substantial equivalence registration pathway and changes to the *Fair Registration Practices Act*.



PROFESSIONAL CONDUCT REPORT

The ACSW has jurisdiction over complaints against social workers who are currently registered or who were registered within the last two years. In 2025, the ACSW received a total of 171 complaints and carried over 111 complaints from previous years. Complaints were received from clients, colleagues, employers, family or friends of clients and self-reports.

The hearings director is responsible for selecting registered social workers (appointed by the ACSW Council) and public members (appointed by the Government of Alberta) to sit on Complaint Review Committees and Hearing Tribunals. In accordance with the HPA, when a complaint

is dismissed, the complainant may apply for a review of the decision. In 2025, there were 22 complaint reviews. Fourteen decisions to dismiss were upheld by Complaint Review Committees and the remaining eight reviews have a decision pending. One complaint was investigated by the Alberta Ombudsman. That matter concluded with recommendations to ACSW addressing procedural fairness. There were 10 hearings in 2025. None of the hearings were closed to the public. All proceedings were held virtually. There are three hearings scheduled for 2026, with seven awaiting a scheduled date.

COMPLAINTS CHART

2025 Complaints received	
New complaints received this year	171
Complaints closed (disposed of) this year	100
Complaints still open	71
Disposition of 2025 complaints	
Complaints dismissed, redirected elsewhere or resolved informally	90
Complaints pending a final decision	48
Non-disciplinary agreements	2
Disciplinary agreements	4
Complaints referred to a hearing	1
Registrants dealt with under section 118	0
No jurisdiction complaints	26
Hearings (all open to the public)	
Hearings held	10
Hearings concluded	9
Hearings not concluded	1

For all nine concluded hearings, there were findings of unprofessional conduct. Disciplinary sanctions included supervision, consultation, costs, suspension, fitness to practice assessment, education, reflection papers on ethics, permanent cancellation, additional continuing education and disclosure to the employer.

APPEALS

There were no appeals to Council or the Court of King's Bench of Alberta by complainants, the investigated person or the registrar.

PATIENT RELATIONS PROGRAM

ACSW provides a Patient Relations Program to provide psychotherapy support and treatment for clients who have suffered harm from an experience of sexual abuse/misconduct by a registered social worker. In 2025, one individual participated in the Patient Relations Program.



DISCIPLINE COMMITTEE

The Discipline Committee consists of 29 registered social workers appointed by Council to serve on Complaint Review Committees, Hearing Tribunals and as complaint investigators.

COMMITTEE PURPOSE:

- To review dismissed complaints as requested by complainants and to adjudicate outcomes in accordance with s. 68 of the *Health Professions Act*;
- To adjudicate matters referred to hearing, and determine practice limitations such as practice restrictions, costs, and education for registrants in the case of findings of unprofessional conduct as per Division 4 of the HPA; and,
- To act as investigators and prepare an investigation report for matters referred to investigation by the associate complaints directors as per Division 3 of the HPA.

The committee members received training and preparation to fulfill this important public protection role. Investigators may complete the National Certified Investigator Training provided by the Council on Licensure, Enforcement and Regulation (CLEAR). All members of the committee take cross-training in discipline offered by the ACSW in conjunction with Parlee McLaws, Field Law, or the Alberta Federation of Regulated Health Professions. Since 2019, mandatory

training has included Trauma Informed Training for Regulatory Organizations provided by the Alberta Federation of Regulated Health Professions. The associate complaints directors refer to the Discipline Committee list to appoint investigators. Currently there are 11 registered social workers and one external investigator who may be contracted to conduct complaint investigations. Investigators were appointed to conduct investigations for 33 complaints received in 2025.



COMPETENCE COMMITTEE

The Competence Committee is a legislative committee established under the *Health Professions Act* to advise Council on matters relating to the establishment, maintenance, and enforcement of the Competence Program.

COMMITTEE PURPOSE:

- Maintain the Competence Program under the *Health Professions Act*;
- Regularly review and assure currency of the Standards of Practice; and,
- Ensure effective communication with registered social workers about the Competence Program.

2025 saw changes to the role of the Competence Committee. Auditing competence portfolios is no longer a function of the committee and is now carried out by ACSW's Professional Practice department, resulting in a 20 percent increase in portfolio reviews.

In 2025, the committee provided advice and feedback into:

- Communications to registrants about the changes to professional liability insurance requirements
- The review of the Competence Program, recommendations from the review, and the implementation of resources

developed for registrants to support changes to the Competence Program

- The vision for the quality assurance program
- The development of a Practice Guidance Framework and two practice guidance documents

As part of the Governance Revision Project recommendations, the Competence Committee concluded their work, meeting for the last time in October 2025. Several members of the committee continue to provide advice and guidance on the development of practice guidance.



EDUCATION PROGRAM REVIEW COMMITTEE

The Education Program Review Committee (EPRC) is the regulatory committee established to advise and make recommendations to Council regarding social work education standards, policies, the program review process, and approval status for new and established social work education programs. Education standards and program approvals ensure the delivery of high-quality social work education throughout Alberta, aiming to facilitate competent and professionally skilled social work graduates prepared to enter the workforce. With ACSW Council's approval of the revised governance model, the EPRC concluded their work in December 2025.

COMMITTEE PURPOSE:

- To establish how social work education programs will be reviewed and evaluated for new program applications and ongoing approval;
- To identify processes and reporting requirements for monitoring social work programs in accordance with established standards and competencies; and,
- To oversee the implementation of the social work diploma education program approval processes and make recommendations to ACSW Council regarding an educational institution's status.





APPROVED PROGRAMS

There are twelve approved social work diploma programs delivered by post-secondary educational institutions throughout Alberta, including eight colleges, three universities, and one polytechnic.

In 2025, one social work diploma program review was completed: Portage College’s Community Social Work Diploma Program was reapproved for a seven year period by Council. One new social work diploma program delivered at Northwestern Polytechnic was approved for candidacy status, and welcomed their first cohort of learners in September 2025.

Two compliance reviews were conducted in response to concerns regarding two programs, ensuring that the ACSW Education Approval Standards and program integrity are upheld. Looking ahead to 2026, there are three programs scheduled for reapproval reviews: MacEwan University, University nuxehot’jne thaa?ehots’j nistameyimâkanak Blue Quills, and Maskwacis Cultural College.

PARTNERSHIPS:

ACSW values collaborative relationships with our educational partners including:

- Alberta Health and Alberta Advanced Education
- Alberta Association of Social Work Diploma Programs
- National Indigenous Accreditation Board
- Canadian Association of Social Work Education
- Council on Social Work Education
- Alberta Federation of Regulated Health Professionals

ALBERTA SOCIAL WORK DIPLOMA PROGRAMS

- **Bow Valley College** - Calgary
- **Keyano College** - Fort McMurray
- **MacEwan University** - Edmonton
- **Maskwacis Cultural College** - Maskwacis
- **Medicine Hat College** - Medicine Hat
- **Mount Royal University** - Calgary
- **NorQuest College** - Edmonton
- **Northern Lakes College** - Slave Lake
- **Northwestern Polytechnic** - Grande Prairie
- **Portage College** - Lac La Biche
- **Red Deer Polytechnic** - Red Deer
- **University nuxehot’jne thaa?ehots’j nistameyimâkanak Blue Quills** - St. Paul
- **Yellowhead Tribal College** - Edmonton





CLINICAL PROGRAM

The Clinical Program recognizes advanced clinical social work practice through the demonstrated application of knowledge, skills and expertise, and grants approval to use the protected title of registered clinical social worker (RCSW). Advanced clinical social work practice involves assessment, treatment, and the delivery of psychotherapeutic interventions to support mental health and well-being across the lifespan.

COMMITTEE PURPOSE:

- To make recommendations to Council on policies and procedures related to requirements for the clinical practice enhancement for inclusion on the clinical registry;
- To provide feedback and guidance to support effective governance, quality assurance, and the consistent application of best practices within the Clinical Program; and,
- To establish and maintain the approval and evaluation processes for all clinical registry applications.

Clinical Program applications are reviewed by the clinical coordinator to support greater consistency, transparency, and timeliness in decision-making and review of applicant requirements.

The Clinical Program continues to experience steady growth. In 2025, there were 458 registered clinical social workers, an increase of 57 from 2024, reflecting a 14% increase in the clinical registry.

In 2025, a comprehensive review of the Clinical Program was initiated to support effective governance, ensure alignment with ACSW's strategic goals and objectives, and strengthen the program's relevance, quality, and accountability in response to advancements in clinical social work practice. Completion of the review is expected in March 2026.

Clinical Program Status for 2025:

- 25 pre-supervision applications
- 35 post-supervision applications
- 5 porting applications
- 14 clinical social work supervisor applications
- 183 evaluations
- 64 applicants were approved to register for the clinical exam
- 66 applicants were admitted to the clinical registry (32 pre-supervision, 29 post-supervision, and 5 porting)
- 7 RCSWs withdrew from the clinical registry



PROFESSIONAL PRACTICE AND PARTNERSHIPS

Professional practice plays a central regulatory role in ensuring that social work in Alberta is safe, competent and ethical, in keeping with ACSW's legislated mandate to protect the public.

Professional practice supports public protection by providing leadership, oversight, and guidance related to how social work is practiced in Alberta in accordance with the Standards of Practice and Code of Ethics. Its work helps ensure that registered social workers understand, meet, and maintain ACSW's professional expectations throughout their careers by:

- Setting and supporting practice expectations
- Overseeing competence
- Providing practice consultation and guidance
- Educating registrants, students, and partners

PROFESSIONAL PRACTICE

Key Achievements

A review of the Competence Program was completed and recommendations presented to and approved by Council in September 2025. A total of ten webinars were provided from October to December 2025 to introduce social workers to key changes to the program. A total of 4,184 social workers registered for the webinars or approximately 42% of all registrants.

A range of resources were developed to support the January 2026 implementation.

To support professional practice, two practice guidance documents were created. Psychedelic assisted psychotherapy guidance was created to establish clear requirements and expectations for Alberta social workers in this emerging practice. Private practice guidance was also created to clarify the expectations for Alberta social workers considering and in private practice.

Engagement of the profession continues to be a priority for ACSW. In September 2025, ACSW launched a practice consultation service. Staff responded to an average of 85 inquiries per month from social workers seeking practice support and guidance. The most frequent themes arising from contacts to the consultation services related to:

- Private practice
- Scope of practice (mandatory registration, practice enhancements)
- Supervision
- Documentation and record keeping
- Privacy
- Legislative responsibilities

Connecting with social work students about entering the profession and mandatory registration continues. In 2025, seven presentations were provided to students from various Alberta social work programs. ACSW also presented at the AHS and Covenant Health Social Work Education Day to discuss the role of the ACSW and the Social Workers Association of Alberta.

PARTNERSHIPS

ACSW is a member of the Canadian Council of Social Work Regulators and the Association of Social Work Boards and benefits from these organizations' purpose of strengthening public protection by supporting social work regulatory bodies to advance competent and ethical social work practice. ACSW is also a member of the Alberta Federation of Regulated Health Professions, which promotes and advances Alberta's



professional health regulatory community in the pursuit of excellence in serving the public interest. We value working together to share best practices in professional regulation to support public protection while advancing a strong social work profession in Alberta and across Canada and the United States. In 2025, ACSW partnered with the Canadian Institute for Health Information to gather critical social work workforce data for Alberta within the Canadian context.

ACSW continues to develop its relationship with the Social Work Association of Alberta (SWAA), helping registrants understand the distinctions between the College and the association's roles, and partnering with SWAA on relevant initiatives aimed to strengthen Alberta's social work profession.

ACSW also values building strong collaborative relationships with employers. We continue to support this work as an

engaged member of the Alberta Health Services Provincial Social Work Council and the Allied Health and Rehabilitation Coalition, a body of allied health and rehabilitation employers, regulators, educators and professional associations established to provide support and guidance on data-driven decision making and outcomes, as well as workforce strategy including employee recruitment and retention initiatives. ACSW engages with employers to provide support around role clarity and mandatory registration.

Lastly, ACSW is a member of the Council on Licensure, Enforcement and Regulation and the Canadian Network of Agencies of Regulation. College staff, Council and committee members have accessed professional development and networking opportunities to advance knowledge in regulatory best practices and strategies and innovation.





TREASURER'S REPORT

The 2025 audited financial statement officially represents the financial position of the Alberta College of Social Workers as of December 31, 2025, and its results of operations for the year then ended.

In 2025, ACSW revenues were \$4,280,206 and expenses were \$4,249,289 before extraordinary and other items. The primary source of revenue for the College is registration fees which includes application fees, late fees, and disciplinary costs. The figure for this source for 2025 was \$4,113,141. Interest income generated revenue of \$161,426.

ACSW is required to maintain a contingency fund as part of its legislated requirements. The fund is maintained and directed by Council to ensure that the College remains fiscally responsible and able to meet expenses for a minimum of six months and have a minimum accumulated surplus of \$1,500,000 in case of disruptions in revenue, unanticipated costs or business disruption events. At the end of 2025, the contingency fund was \$3,076,585 which remains compliant with ACSW financial policies and is substantially able to support the operations of the College. This year's excess of revenues over expenses was spent on capital asset purchases as reported in the statement of changes in net assets.

The College is continuing to see a steady and consistent growth in its registrant base. In 2025, the College conducted its governance business through in-person quarterly meetings and activities while also continuing to utilize technology for Council, committee, and business meetings virtually. Of note, regulatory colleges have been steadily experiencing an increase in complex and litigious complaints, which has impacts on legal fees and costs associated with carrying out the complaints and discipline process.

In 2025, led by the finance officer, the Finance Committee undertook a review of the fee schedule, identifying gaps within the existing fee structure and increases in the use of

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ACSW remains financially sound in both capital and operations budgets and is well positioned to continue our work in public protection through regulation of the profession in 2026.

the College's services within a growing profession. Council approved the Finance Committee's recommendations to amend the fee schedule, establishing new fees in the areas of applications, practice enhancements, out of jurisdiction e-practice, and education program approval fees.

The Finance Committee is pleased to advise that the College's financial position is sound and will continue to advise Council on financial matters to ensure that the ACSW has the capacity to meet the financial obligations required to fully meet the legislated mandate set out in the *Health Professions Act*.

ACSW remains financially sound in both capital and operations budgets and is well positioned to continue our work in public protection through regulation of the profession in 2026.



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ALBERTA COLLEGE OF SOCIAL WORKERS

Opinion

We have audited the financial statements of Alberta College of Social Workers (the College), which comprise the statement of financial position as at December 31, 2025, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2025, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not for profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information, other than the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not for profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.



Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material

uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KBH Chartered Professional Accountants
Edmonton, Alberta
March 20, 2026



FINANCIAL STATEMENTS

Alberta College of Social Workers
(Incorporated under the Social Work Profession Act of Alberta)
Statement of Financial Position
December 31, 2025

	2025	2024
ASSETS		
CURRENT		
Cash	\$ 999,334	\$ 2,295,317
Accounts receivable		13,557
Prepaid expenses	39,271	31,248
	1,038,605	2,340,122
LONG-TERM INVESTMENTS (Note 4)	5,933,010	4,619,253
EQUIPMENT & LEASEHOLD IMPROVEMENTS (Note 5)	232,697	284,929
SOFTWARE DEVELOPMENT (Note 6)	181,088	-
	\$ 7,385,400	\$ 7,244,304
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 285,778	\$ 266,960
Deferred revenues		
Registration fees	2,197,325	2,092,329
Clinical registry	13,300	16,188
Deferred contribution related to grant (Note 7)	3,400	3,400
	2,499,803	2,378,877
LEASE INDUCEMENT	75,227	85,974
	2,575,030	2,464,851
NET ASSETS		
Invested in capital assets	413,785	284,929
Internally restricted for disability support	50,000	50,000
Internally restricted for discipline and complaints	1,000,000	1,000,000
Internally restricted for communications and promotions activities	250,000	250,000
Internally restricted for future capital asset replacement	20,000	67,883
Contingency fund	3,076,585	3,126,641
	4,810,370	4,779,453
	\$ 7,385,400	\$ 7,244,304

COMMITMENTS (Note 8)

Alberta College of Social Workers
Statement of Operations
Year Ended December 31, 2025

	2025	2024
REVENUE		
Registration fees	\$ 4,113,141	\$ 4,006,058
Interest	161,426	163,091
Disciplinary fines	5,639	5,000
Advertising	-	4,550
Sponsorships	-	6,043
	4,280,206	4,184,742
EXPENSES		
Corporate administration	685,164	624,220
Council activities	175,758	124,518
Education approval	97,736	100,039
Professional conduct	600,300	578,620
Professional practice	1,444	1,147
Registration	55,587	10,313
Staff travel and accommodations	30,014	18,198
Wages and benefits	2,603,286	2,162,096
	4,249,289	3,619,151
EXCESS OF REVENUE OVER EXPENSES	\$ 30,917	\$ 565,591



Alberta College of Social Workers
Statement of Changes in Net Assets
 Year Ended December 31, 2025

	NET ASSETS AT BEGINNING OF YEAR	Transfers	Excess (deficiency) of revenue over expenses	Investment in capital assets	NET ASSETS AT END OF YEAR
Invested in capital assets	\$ 284,929	\$ -	\$ (125,733)	\$ 254,589	\$ 413,785
Internally restricted for disability support	50,000	-	-	-	50,000
Internally restricted for discipline and complaints	1,000,000	-	-	-	1,000,000
Internally restricted for communications and promotions activities	250,000	-	-	-	250,000
Internally restricted for future capital asset replacement	67,884	20,000	-	(67,884)	20,000
Contingency fund	3,126,640	(20,000)	-	(30,055)	3,076,585
Unrestricted	-	-	156,650	(156,650)	-
	\$ 4,779,453	\$ -	\$ 30,917	\$ -	\$ 4,810,370

Alberta College of Social Workers
Statement of Cash Flows
 Year Ended December 31, 2025

	2025	2024
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 30,917	\$ 565,591
Items not affecting cash:		
Amortization of equipment, leasehold improvements, and software development	125,733	76,928
Lease inducement	(10,746)	(10,747)
	145,904	631,772
Changes in non-cash working capital:		
Accounts receivable	13,557	(13,257)
Prepaid expenses	(8,023)	28,349
Accounts payable and accrued liabilities	18,817	58,664
Deferred revenue		
Registration fees	104,996	62,780
Clinical registry	(2,888)	5,388
	126,459	141,924
Cash flow from operating activities	272,363	773,696
INVESTING ACTIVITIES		
Purchase of equipment, leasehold improvements, and software development	(254,589)	(131,452)
Proceeds on sale of investments	3,083,838	2,651,910
Purchase of investments	(4,397,595)	(2,281,124)
Cash flow from (used by) investing activities	(1,568,346)	239,334
INCREASE (DECREASE) IN CASH FLOW		
	(1,295,983)	1,013,030
Cash - beginning of year	2,295,317	1,282,287
CASH - END OF YEAR	\$ 999,334	\$ 2,295,317



Alberta College of Social Workers
Notes to Financial Statements
 Year Ended December 31, 2025

1. PURPOSE OF ORGANIZATION

The Alberta College of Social Workers was incorporated under the *Health Professions Act (HPA)*. The College operates to regulate and govern the profession of social work in the province of Alberta. Under the HPA, the College is to serve and protect the public interest; establish, maintain and enforce requirements for registration and continuing competence; establish, maintain and enforce Standards of Practice and a Code of Ethics; establish and maintain a complaint and discipline process, and approve social work education programs for registration. The College is a not-for-profit organization for income tax purposes. No dividends may be paid or assets distributed to members of the College.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

BASIS OF ACCOUNTING

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

MEASUREMENT UNCERTAINTY

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Estimates made by management include the assessment of the useful life of capital assets and the recognition and measurement of provisions and contingencies along with the key assumptions pertaining to the likelihood and magnitude of an outflow of resources.

FINANCIAL INSTRUMENTS

Initial measurement

The College initially measures its financial assets and liabilities originated or exchanged in arm's length transactions at fair value. Financial assets and liabilities originated or exchanged in related party transactions, except for those that involved parties whose sole relationship with the College is in the capacity of management, are initially measured at cost.

The cost of a financial instrument in a related party transaction depends on whether the instrument has repayment terms. If it does, the cost is determined using its undiscounted cash flows, excluding interest and dividend payments, less any impairment losses previously recognized by the transferor. Otherwise, the cost is determined using the consideration transferred or received by the College in the transaction.

Subsequent measurement

The College subsequently measures all its financial assets and liabilities at cost or amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in income in the period incurred.

Financial assets measured at amortized cost include cash, accounts receivable and long term investments. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities. The College had no investments in equity instruments in 2025 or 2024.

Impairment

For financial assets measured at cost or amortized cost, the College determines whether there are indications of possible impairment. When there are, and the College determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows, a write down is recognized in income. If the indicators of impairment have decreased or no longer exist, the previously

recognized impairment loss may be reversed to the extent of the improvement. The carrying amount of the financial asset may be no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in income.

Transaction costs

Transaction costs attributable to financial instruments subsequently measured at fair value and to those originated or exchanged in a related party transaction are recognized in income in the period incurred. Transaction costs related to financial instruments originated or exchanged in an arm's length transaction that are subsequently measured at cost or amortized cost are recognized in the original cost of the instrument. When the instrument is measured at amortized cost, transaction costs are recognized in income over the life of the instrument using the straight-line method.

Cash and cash equivalents

Cash and cash equivalents consists of funds held on deposit at financial institutions.

Equipment and leasehold improvements

Equipment and leasehold improvements are stated at cost less accumulated amortization. Equipment and leasehold improvements are amortized using the following rates and methods:

Computer equipment	20%	straight-line method
Furniture	20%	straight-line method
Leasehold improvements	10 years	straight-line method
Office equipment	20%	straight-line method

Equipment and leasehold improvements acquired during the year but not placed into use are not amortized until put into use.

Lease inducement

Tenant lease inducements are amortized on a straight-line basis over the term of the lease.

Revenue recognition

The College follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Registration fees and other revenues are recognized as revenue in the period to which they relate.

Registration fees that are received in advance for the next fiscal year are recorded as deferred registration fees.

Interest income is recognized as it is earned.

Contributed goods and services

The College records the fair market value of contributed goods and services only in the circumstances when the fair market value is determinable and when the goods and services would otherwise be purchased by the College.

Software development

At the inception of a cloud computing arrangement with a supplier, the consideration is allocated by the organization to all significant separable elements. It determines whether the software element in the arrangement meets the definition of a software intangible asset or a software service.

When the elements are determined to be a software intangible asset, related costs are capitalized and amortized on a straight-line basis over their estimated useful lives. When the elements are considered to be a software service, related costs are expensed as incurred.

The College has chosen to capitalize costs related to the implementation activities directly attributable to preparing the software service for its intended use. The costs are amortized on a straight-line basis over the expected period of access to the software service.

Certain expenditures on implementation activities that are not directly attributable to preparing the software intangible asset are recognized as an expense as incurred.



3. FINANCIAL INSTRUMENTS

The College is exposed to various risks through its financial instruments. The following analysis provides information about the College's risk exposure and concentration as of December 31, 2025.

LIQUIDITY RISK

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The College is exposed to this risk mainly in respect of its receipt of funds from its members and its accounts payable and accrued liabilities. The College's objectives when managing its resources are to safeguard its ability to continue as a going concern with sufficient capital to pay for monthly operating costs as they come due and to fund regulatory activities and programs. The College prepares an annual budget of operating costs which is updated as necessary and approved by Council. In addition, the College has committed to establishing a minimum accumulated surplus of \$1,500,000 as a contingency fund. This fund is to be used for unforeseen legal liabilities, discipline costs and other unanticipated expenses incurred during the operating year. In order to maintain or adjust operating resources, registration fees are reviewed by the Council and proposed increases can be made provided that two thirds of the Council members approve the increase.

MARKET AND INTEREST RATE RISK

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk impacts interest rate risk which is the risk that the fair value of a financial instrument might be adversely affected by a change in the interest rates. The exposure of the College to interest rate risk arises from its interest bearing assets.

4. LONG TERM INVESTMENTS

	2025	2024
Scotia money market fund	\$ 96,216	\$ 65,113
Guaranteed investment certificates including accrued interest	5,836,794	4,554,140
	\$ 5,933,010	\$ 4,619,253

The guaranteed investment certificates include accrued interest of \$168,366 (2024 - \$100,949), bear interest at rates ranging from 1.37% to 4.96%, and mature on dates from February 2026 to September 2029.

5. EQUIPMENT AND LEASEHOLD IMPROVEMENTS

	Cost	Accumulated amortization	2025 Net book value
Computer equipment	\$ 57,153	\$ 31,672	\$ 25,481
Furniture	252,162	164,368	87,794
Leasehold improvements	143,814	39,044	104,770
Office equipment	46,520	31,868	14,652
	\$ 499,649	\$ 266,952	\$ 232,697

	Cost	Accumulated amortization	2024 Net book value
Computer equipment	\$ 68,477	\$ 42,348	\$ 26,129
Furniture	252,162	120,690	131,472
Leasehold improvements	128,035	24,663	103,372
Office equipment	46,520	22,564	23,956
	\$ 495,194	\$ 210,265	\$ 284,929

Included in corporate administration expense is amortization of equipment and leasehold improvements of \$78,794 (2024 - \$76,928).

6. SOFTWARE DEVELOPMENT

	2025	2024
Software development	\$ 490,522	\$ 262,495
Accumulated amortization	(309,434)	(262,495)
	\$ 181,088	\$ -

Included in corporate administration expense is amortization of software development of \$46,939 (2024 - \$0).

Software service costs included in corporate administration are \$83,627 (2024 - \$47,628).

7. DEFERRED CONTRIBUTION RELATED TO GRANT

The College from time to time is approved for grants restricted for specific projects. In 2017, the College received a grant from Alberta Health. The funds were restricted for the technical support required to develop a data file extract program that will facilitate the transfer of health service provider data from the College to the Alberta Provider Directory. There were no funds received or disbursed during the year for this grant.

8. COMMITMENTS

The College operates from leased premises under a long-term lease with a commencement date of January 1, 2023 until March 31, 2033. The total minimum lease payments required and an estimate of the College's proportionate share of operating costs are as follows:

2026	\$ 176,324
2027	178,044
2028	178,044
2029	183,204
Thereafter	601,002
	\$ 1,316,618

The College has entered an agreement with JSL Consulting for the governance review and revision project. The contract commenced June 1, 2025 and runs until June 1, 2026. Services are to be provided at a maximum cost of \$100,800.

The College has entered a contract with Alinity to provide the College use of the Alinity software and client support. The subscription fee term began on January 1, 2026 and continues to December 31, 2026 with a monthly cost of \$5,512. The term is set to automatically renew for 12 month periods for the next four years, unless notice is given to withdraw.



STRATEGIC PLAN 2026-2028

VISION

Albertans trust that registered social workers are competent and accountable for providing safe and ethical social work services.

MISSION

The Alberta College of Social Workers serves Alberta's diverse population by regulating the practice of social work. We set standards and administer fair and reliable processes for registration, continuing competence, and discipline.

VALUES

The values we use to make decisions and guide our actions include:

- Public Interest and public protection
- Professionalism, competence, and continuous, life-long learning
- Allyship, reconciliation, and equity
- Fairness, consistency, and transparency



STRATEGIC GOALS

● Fulfill our regulatory mandate

- Albertans who receive social work services have access to clear and understandable standards and expectations of professional practice
- Individuals who practice social work understand what is expected of them and are accountable for safe, competent and ethical practice.
- Regulatory processes are fair, transparent, and reliable

● Promote awareness of the scope of practice and the importance of regulating social workers

- Social work scope of practice is clearly defined and understood
- ACSW is recognized as the regulatory authority for the practice of social work in Alberta
- Albertans, those who practice social work, employers, and other partners understand and support the regulatory mandate

● Demonstrate organizational excellence

- ACSW adheres to fair, transparent and reliable policies and procedures
- ACSW consistently incorporates the principles of Reconciliation, Equity, Diversity and Inclusion
- ACSW provides clear, comprehensive, and consistent communication
- ACSW develops and maintains strong relationships with partners

RECONCILIATION, EQUITY, DIVERSITY, AND INCLUSION

ACSW envisions a regulatory culture and future where Reconciliation, Equity, Diversity, and inclusion (REDI) are foundational to every aspect of governance, policy, regulatory functions and professional practice.

We commit to embedding REDI into our systems and standards to build a profession marked by fairness, respect, and accountability to all Albertans, including Indigenous and all equity-deserving communities.

PRINCIPLES

- Strengthen cultural competency and awareness
- Embed REDI into ACSW policies and procedures
- Commit to diverse representation and leadership
- Embrace community relationships

