

BC Association of Social Workers



ANNUAL REPORT

2020/2021

BCASW BOARD MEMBERS 2020-2021

EXECUTIVE

President	Michael Crawford
Vice President	Carol Ross
Past President	Phyllis Nash
Treasurer	Fiona Lewis
Secretary	Cheryl Ash
CASW Representative	Glen Schmidt

MEMBERS AT LARGE

Cayce Laviolette
Kimberly Azyan
Rae Morris
Pamela Miller

REPRESENTATIVES TO THE BOARD

Vancouver Sea to Sky Branch	Catherine Patterson/ Gloria Wolfson/ John Richmond
Richmond/Delta/Burnaby Branch	Carol Ross
Fraser River Branch	Jas Hundal
Vancouver Island Branch	Wendy Weeks
Kootenay Branch	Nikki Hemstad-Lette
Northern Branch	Karla Bloomfield
Northwest Branch	Tessa Murray
Thompson Nicola Branch	Lorry-Ann Austin
Okanagan Branch	Cheryl Ash
Student Representative	Raymond Cauchi

BCASW STAFF

Executive Director	Dianne Heath
Member Services Coordinator	Darren Usher
Bookkeeper	Cathy Larkin

ABOUT BCASW

BCASW is a voluntary, not-for-profit membership association that supports and promotes the profession of social work and advocates for social justice. BCASW is one of the provincial/territorial social work associations in partnership with the Canadian Association of Social Workers (CASW). Through CASW, we support the work of the International Federation of Social Workers. Incorporated in 1956, BCASW has branches and members throughout BC.

Membership in BCASW creates a synergy that strengthens your voice, supports your practice, and builds a solid foundation for advocacy and social action. We provide information and support to social workers, leadership in professional and social advocacy, and professional development opportunities. Ours is a strong collective voice that advances the interests of social work, communicates the vital contribution of social workers to their communities, and enhances the contribution of social work to social justice.

Our Mission

We are the professional association of social workers in British Columbia and promote the profession of social work. We advance social work practice and values to create a just and compassionate society.

The BCASW Logo

Our logo incorporates two symbols: the dove, which expresses freedom, peace and hope; and the hand, which expresses help, humanity and caring, the qualities embedded in BCASW's mission.



BC ASSOCIATION of
SOCIAL WORKERS

BC ASSOCIATION OF SOCIAL WORKERS

402-1755 West Broadway, Vancouver, BC V6J 4S5

T 604 730.9111

Toll free in BC 1 800 665.4747

bcasw@bcasw.org www.bcasw.org

We acknowledge that our office is located in the unceded territory of the Coast Salish Peoples, including the territories of the Musqueam, Squamish, and Tseil-Waututh Nations and that our members live and work in unceded territories across British Columbia. We acknowledge territory and First Peoples and commit to genuine and ongoing work to forge real understanding, and to challenge the legacies of colonialism.

PRESIDENT'S REPORT

submitted by Michael Crawford

What a year! The arrival of the vaccines for the Covid pandemic has been a game changer however, the variants are pushing back hard. Wildfires and extreme heat made just about everything more difficult. The cool weather this fall has been refreshing.

It wasn't just a bad news year though. We have seen record provincial and federal spending on social programs, including relief from the effects of the pandemic and provincially, more attention to much needed low-income housing and the poison drug supply crisis.

It is possible that 2021 will be the year that Canadians and their governments began a sincere and humble search for truth and reconciliation with Indigenous peoples. The discovery of unmarked graves of children in Kamloops and across the country brought the situation of Indigenous peoples into sharp focus for many Canadians. On the first National Day for Truth and Reconciliation, many social workers spent the day deepening understanding of colonization and the ongoing effects of the residential institutions.

The BCASW staff and Board were eager to hold a face-to-face meeting this year however, public health orders and common sense kept us online. I suspect that in 2022 we may well meet in person and online in some sort of hybrid meeting to take advantage of the inclusive and cost-saving benefits of video conferencing.

Working closely with Executive Director Dianne Heath and Member Services Coordinator Darren Usher, our branches, committees, and communities of practice have been actively ensuring that our members are supported, that our advocacy efforts are well-tuned, and that professional social work practice is promoted. We continue to be an association that does much more than our small size would suggest.

Our campaign to strengthen professional social work in British Columbia continues. In large part due to our campaign, the Ministry of Children and Family Development will launch a broad consultation aimed at finding the benefits and drawbacks



of mandatory registration of all social workers with the BC College of Social Workers. We were consulted on the design of the consultation and will participate fully.

Our work with other professional associations and regulatory colleges continues as we promote mandatory registration and protection of title, possibly under a revised

Health Professions Act. We may see enabling legislation brought to the BC Legislature this fall.

As we look ahead to a new year with a new board, we are thankful for those who have served our members well through their participation on the Board, and are now stepping down. Thank you to Branch Representatives Wendy Weeks (Vancouver Island), Karla Bloomfield (Northern), and Catherine Patterson (Vancouver Sea-to-Sky) for your service to members in your respective areas and for your contributions at the provincial level. As Student Representative, Raymond Cauchi established an online presence for social work students, organized meetings, and helped to fill student vacancies on Branch Executives. Thank you, Raymond. Thanks also to Pamela Miller, who has served the Association in many roles, and is stepping down from a Member at Large position to continue her work as a community activist on Vancouver Island. Thank you to Carol Ross who is stepping down from the Vice President role. We are grateful that she is continuing as Branch Representative for Richmond/Delta/Burnaby and in her many roles on various committees.

The new Board will face many challenges as we continue our collective work to strengthen professional social work in British Columbia. As we enter the second year of our four-year strategic plan, we will continue to work to reorganize the Association's structure, increase our ability to communicate effectively with members, and work diligently to increase membership.

Finally, thank you to our members. Your continued support of the Association and your constructive engagement ensures that we stay relevant and focussed on our core activities.

EXECUTIVE DIRECTOR'S REPORT

submitted by Dianne Heath

Social work is essential.

2021 continues to challenge us as we face a pandemic now driven by variants; climate change, a precursor of fires, smoke, and heat domes; the tragic consequences of racist policies suffered by Indigenous peoples; overdoses due to an opioid crisis; and a population angered by restrictions. Social workers continue to do their jobs, personally and professionally impacted by these events.



Darren Usher, BCASW Member Services Coordinator, is in the office part-time while I work full-time from home. Monica Oloresisimo Cervantes completed her student placement in the spring, earning her BSW from the University of Manitoba. Kelly Guiaya, University of the Fraser Valley, has begun her MSW placement.

Membership is growing (over 1200). This figure represents a record high since the Board of Registration separated from the Association in 1996 (867). Over half of BCASW members (654), report working in private practice. Specific supports for this group include professional liability insurance, the private practice portal on the CASW site, webinars on clinical topics and online practice. The private practice roster *findasocialworker* grew to 50 listings.

Two peer groups were added to the BCASW mentorship program; new to private practice and support for social workers who have experienced workplace mental health injury. Requests for individual mentors numbered 19.

Social justice continues to be highlighted by the impact of COVID-19. Nationally and provincially, we work with coalitions and other associations to advance social policy initiatives, ensuring that social policies are informed through the lens of the social determinants of health.

We continue conversations with stakeholders, the Ministry of Children and Family Development (mandatory regulation), and the Ministry of Health (regulation under the new Health Professions Act). BCASW is registered under the Lobbyists Transparency Act.

This year, the Awards Committee awarded six Murphy Battista L.L.P and BMS/CASW scholarships for continuing professional development. Student awards were sent to BC universities. Branches provided local awards. Congratulations go to recipients of the Inspiring Social Worker of the Year award:

Alex Sangha (2020) and Karen Lok Yi Wong (2021). Links to their lectures can be found on the UBC website.

Special thanks go to BCASW member, Heather Lamb, editor of *Perspectives* newsmagazine and to Michael Crawford, acting production manager for BCASW webinars and social media.

CHALLENGES AND OPPORTUNITIES

Much of the work of BCASW is done by volunteers. We are looking for volunteers to provide local leadership in branch executive positions. Branch representatives (9) hold positions as directors on the BCASW Board. Board members set our strategic priorities, address our concerns with government, connect with universities, and support the work of committees. They also assist with operational tasks such as posting on the website and social media.

Capacity issues continue. BCASW has one full-time and one part-time staff positions. The need to augment staff resources to increase services and support our volunteers is apparent.

Mentorship for social workers who are new to practice or transitioning and acquiring new skills is a valued BCASW program. Please let us know if you would consider volunteering to share your expertise. Special thanks to all who are supervising students. These are difficult times to gain field experience.

Technology requires constant upgrading. Thank you for your patience while we improve our payment system, database, and create a new website.

As we move into the recovery stage from the pandemic, issues such as branch re-organization, and return to in-person meetings/continuing virtually will need to be addressed.

FUTURE DIRECTIONS

- Expand resources for CPD opportunities
- Launch and review website and database
- Work on strategies to increase membership
- Review our 2021-2024 Strategic Plan with the new Board early in 2022
- Continue advocacy for mandatory regulation of BC social workers.

TREASURER'S REPORT

submitted by Fiona Lewis, RSW



I am pleased to provide the following report to the 2021 Annual General Meeting.

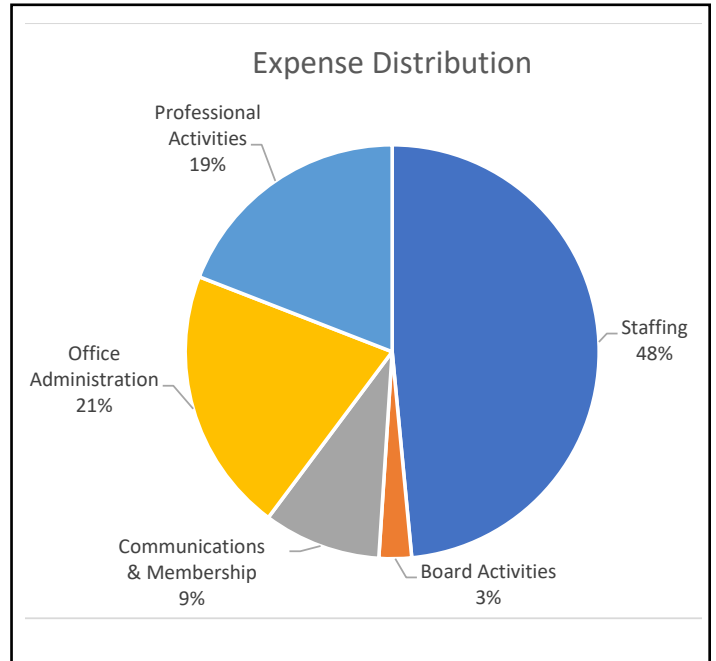
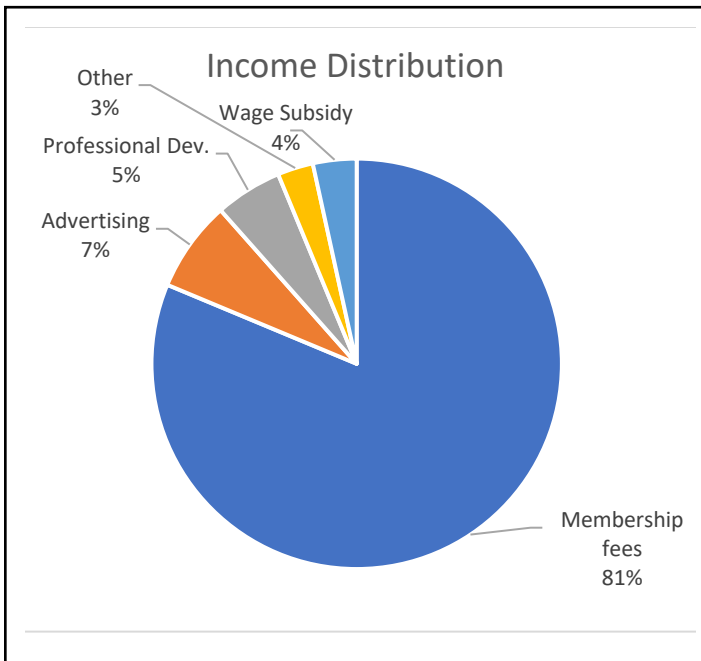
Despite the challenges of the pandemic, the Association ended the year in a good financial position, with a small operating deficit of \$920.00. Revenue came in above budget due to continued growth in membership as well as increases in workshop revenue. While the pandemic led to a decrease in advertising revenue, it also led to an increase in attendance at BCASW webinars.

Expenses were also slightly above budget. The Association's assessment payable to our national organization, CASW, increases as membership revenue increases. In addition, there were added expenses related to the many webinars BCASW offered throughout the year. The pandemic resulted in decreased expenses for board meetings as travel was restricted. The Association's board again approved a small increase for staff as we continue to ensure salaries are in line with similar roles in the not-for-profit sector.

I am also pleased to report that halfway into the 2021 year, the Association's financial position is strong. Advertising revenue continues to increase over 2020 amounts and we are seeing a steady increase in membership revenue. This year we moved \$50,000 of our assets into an investment fund which will generate a higher rate of return

than our current account. Some of this money (\$30,000) is due to be paid back to the federal government in 2022 as per the terms of a \$40,000 pandemic loan we received. The Board's goal for 2021 is to generate a small operating surplus which can be directed towards our contingency fund. This fund is necessary to ensure that the Association can continue to weather unforeseen events such as a pandemic.

Thank you to all members for their support of the Association. Your board will continue to work to ensure your fees generate valuable programs and services for our members.



INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Members of British Columbia Association of Social Workers

We have reviewed the accompanying financial statements of British Columbia Association of Social Workers which comprise the statement of financial position as at December 31, 2020 and the statements of changes in net assets, operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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.

Practitioner's Responsibility for the Financial Statements

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that these financial statements do not present fairly, in all material respects, the financial position of British Columbia Association of Social Workers as at December 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Report on other Legal and Regulatory Requirements

As required by the Societies Act of British Columbia, we report that, in our opinion, the accounting principles in Canadian accounting standards for not-for-profit organizations have been applied on a basis consistent with that of the preceding year.



Burnaby, British Columbia
April 6, 2021

Chartered Professional Accountants

BRITISH COLUMBIA ASSOCIATION OF SOCIAL WORKERS

Statement of Financial Position

December 31, 2020

(Unaudited)

	2020	2019
ASSETS		
CURRENT		
Cash	\$ 160,591	\$ 86,963
Investments	88,299	86,556
Accounts receivable (Note 3)	3,425	2,342
Prepaid expenses	663	16,437
	<u>252,978</u>	192,298
TANGIBLE CAPITAL ASSETS (Note 4)	<u>1,293</u>	2,131
	<u>\$ 254,271</u>	\$ 194,429
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued charges	\$ 1,291	\$ 798
Government remittances payable	2,490	2,417
Deferred revenue (Note 5)	136,866	116,670
	<u>140,647</u>	119,885
LONG TERM DEBT (Note 6)	<u>40,000</u>	-
	<u>180,647</u>	119,885
NET ASSETS		
Operating fund	<u>73,624</u>	74,544
	<u>\$ 254,271</u>	\$ 194,429

BRITISH COLUMBIA ASSOCIATION OF SOCIAL WORKERS

Statement of Changes in Net Assets

Year Ended December 31, 2020

(Unaudited)

	Operating Fund	2020	2019
NET ASSETS - BEGINNING OF YEAR	\$ 74,544	\$ 74,544	\$ 33,278
Excess (deficiency) of income over expenses	(920)	(920)	41,266
NET ASSETS - END OF YEAR	<u>\$ 73,624</u>	<u>\$ 73,624</u>	<u>\$ 74,544</u>

BRITISH COLUMBIA ASSOCIATION OF SOCIAL WORKERS

Statement of Operations

Year Ended December 31, 2020

(Unaudited)

	2020	2019
INCOME		
Membership fees	\$ 215,951	\$ 223,933
Administration fees	1,050	775
Advertising	19,054	38,050
Conferences and workshops	14,046	1,835
Interest and investment income	1,808	2,211
Membership materials	4,617	2,998
Perspectives and publication sales	-	772
Canada Emergency Wage Subsidy	9,127	-
	<u>265,653</u>	270,574
EXPENSES (per Schedule 1)		
Office administration	55,146	44,323
Information services	24,474	22,563
Professional activities	50,914	38,518
Board activities	6,780	7,343
Staffing	129,259	116,561
	<u>266,573</u>	229,308
EXCESS (DEFICIENCY) OF INCOME OVER EXPENSES	<u>\$ (920)</u>	<u>\$ 41,266</u>

**For the complete
financial statement,
please refer to the Review
Engagement Report at
www.bcasw.org.**

BCASW Membership Data Report

Why this data summary?

To inform organizational review and future planning.

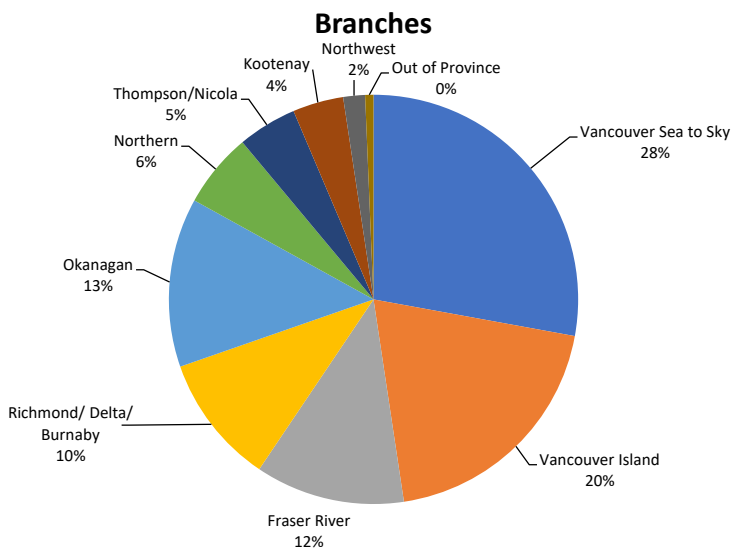
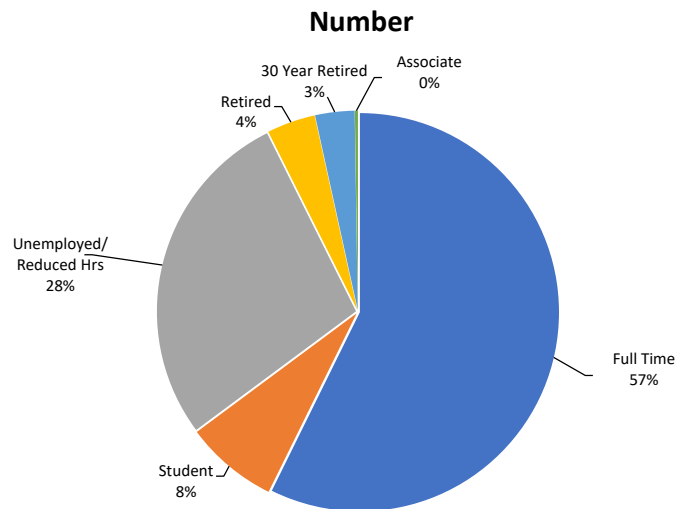
When?

A snapshot of data taken September 15, 2021.

Who are we?

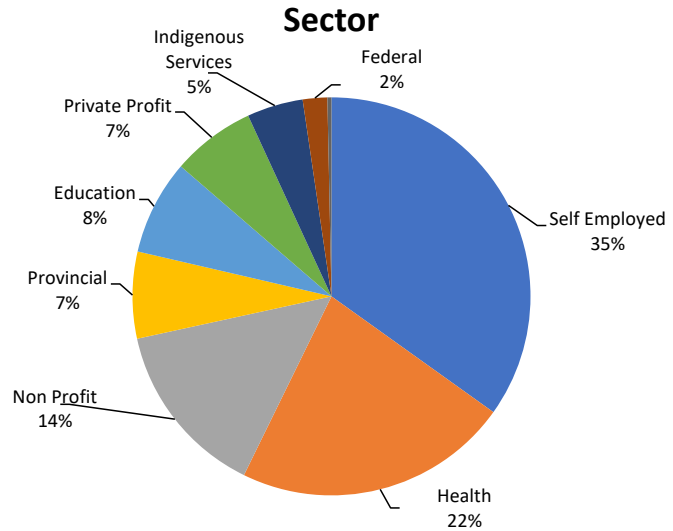
We are 1220 social workers, social work students, and associates.

Member Category	Number
Full-Time	699
Student	92
Unemployed/Reduced Hrs	339
Retired	48
30 Years Retired	39
Associate	3
	1220

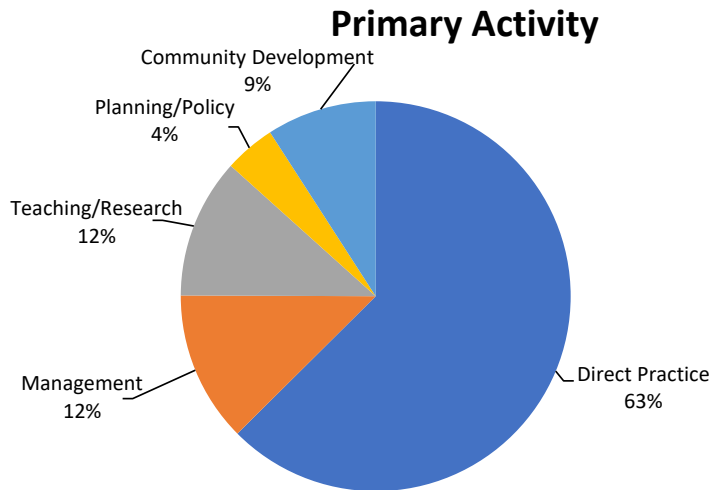


Branch	Number
Vancouver Sea to Sky	340
Vancouver Island	241
Fraser River	144
Richmond/ Delta/ Burnaby	125
Okanagan	163
Northern	72
Thompson/Nicola	57
Kootenay	49
Northwest	21
Out of Province	8
	1220

Sector	Count
Self-Employed	421
Health	270
Non-Profit	173
Provincial	85
Education	93
Private Profit	82
Indigenous Services	55
Federal	24
Municipal	4



654 members have a private practice



Primary Activity	Count
Direct Practice	755
Management	151
Teaching/Research	140
Planning/Policy	51
Community Development	110

PUBLICATIONS, POSTS, & COMMUNICATIONS

PERSPECTIVES NEWSMAGAZINE

Editor: Heather Lamb

Editorial Committee: Dawn Hemingway, Phyllis Nash, Michael Crawford, Dianne Heath, Monica Oloresisimo Cervantes, Lorry-Ann Austin, Kelly Guiaya

Layout and Design: Heather MacNeil

Mailed to members and available online, subscriptions for *Perspectives* are purchased by universities, libraries, and individuals. The sale of inserts and ads subsidize the publication.

- Winter Edition: *Advocacy: Social Work in Times of Pandemic*
- Spring/Summer Edition: *Reflections*
- Autumn Edition: *Paradigm Shifts and New Learning*

EBULLETINS

- eBulletins list events, provide updates and information.

EMAIL

- Dialogue with members – questions, concerns, and responses
- CASW and Branch communications
- Opportunity Ads – job advertisements, continuing professional development, events

WEBSITE <https://www.bcasw.org> (new website in progress)

Member information, services, and benefits including:

- Branch events, committee updates, news
- Job advertisements
- Continuing professional development
- Practice roster
- Link to professional liability insurance online application
- Mentorship program, private practice peer support group, workplace mental health injury peer support group
- Latest news, statements, letters, and media releases

PROMOTIONAL MATERIAL

- Posters for sale and download
- Download *Social Work Skills and Knowledge in Health Care*

- *Social Work Services in Health Care Settings* patient/client brochure in English, Punjabi, Chinese, and French; for sale at cost
- Information Sheet on *The Role of the Social Worker in Primary Care*
- Promotional flyer for inclusion in BCCSW mailouts to new registrants – *Why Belong to BCASW?*
- Member benefit postcards

ADVOCACY & COMMUNICATIONS WITH GOVERNMENT, ALLIES, & PUBLIC

Issues addressed in partnership and/or as a single organization included:

- Mandatory Regulation – Ministry of Children and Family Development
- Modernization of the Health Professions Act – Ministry of Health
- Clarification of competencies for social workers in health care
- Improving the quality of life in long-term care
- Improved services for patients at risk of homelessness and mental health services for children and youth

SOCIAL MEDIA – Managed by Michael Crawford



The image shows a graphic for BCASW social media. It features the BCASW logo (a stylized 'b' and 'c' in a circle) and the text 'bcasw' in a bold, lowercase font. To the right, it says 'the hub of communication, advocacy and action for social workers in bc.' Below this, there is a paragraph describing BCASW as a voluntary, not-for-profit membership association. It then encourages joining on Facebook, Instagram, and Twitter, providing the following follower counts: Facebook (1,216), Instagram (328), and Twitter (316).

BC Association of Social Workers is a voluntary, not-for-profit membership association that supports and promotes the profession of social work.

Join us on Facebook, Instagram, and Twitter!
We are posting about social work issues and opportunities in BC.
Follow us to stay connected!

facebook.com/bcasw (1,216 followers)
instagram.com/socialworkersbc (328 followers)
twitter.com/bcsocialworkers (316 followers)

2021 NEWS (POSTED ON BCASW WEBSITE)

BCASW STATEMENT ON NATIONAL DAY FOR TRUTH AND RECONCILIATION
[National Day for Truth and Reconciliation](#)

BCASW LETTER TO THE HONOURABLE ADRIAN DIX MINISTER OF HEALTH
[Modernizing the Regulation of Health Professions](#)

REPLY TO THE BCASW STATEMENT ON REPORT BY THE SENIORS ADVOCATE
[Response from the Seniors Services Branch](#)

BC SOCIAL WORKERS STATEMENT ON REMAINS OF 215 CHILDREN AT FORMER INDIAN RESIDENTIAL SCHOOL
[Media Release](#)

BC SOCIAL WORKERS STATEMENT ON THE SOCIAL WORKERS ACT AND REGULATIONS – EXEMPTIONS
[The Social Workers Act and Regulations – Exemptions](#)

BC SOCIAL WORKERS CALL ON HEALTH AUTHORITIES TO DO MORE FOR PATIENTS AT RISK OF HOMELESSNESS
[Media Release](#)

BC SOCIAL WORKERS CELEBRATE SOCIAL WORK WEEK
[Media Release](#)

BC SOCIAL WORKERS JOIN CALL FOR A PARADIGM SHIFT IN LONG TERM CARE HOMES
[Media Release](#)

BCASW MEDIA RELEASE ON IMPROVED MENTAL HEALTH SERVICES FOR CHILDREN & YOUTH
[Media Release](#)

BCASW STATEMENT ON REPORT BY THE SENIORS ADVOCATE
[Letter to Minister of Health](#)

REPORT BY THE BCASW HEALTH ADVOCACY COMMITTEE
[Bus Tickets are Not Enough Survey Report 2021](#)

BCASW ENDORSES ACTION FOR REFORM OF RESIDENTIAL CARE IN BC
[Improving Quality of Life in Longterm Care – A Way Forward](#)

CASW REPORT

submitted by Glen Schmidt, RCSW, CASW Board Representative

This year all CASW Board and Federation meetings were held virtually given the restrictions due to COVID. Virtual meetings will continue into the future. Normally, the Board has a face-to-face meeting in Ottawa during the month of October but once again the October meeting will be held virtually.

Ontario officially rejoined the Canadian Association of Social Workers in April 2021. The Federation is much stronger with Ontario's presence. The CASW is comprised of nine provinces and the three northern territories are represented as one unit. Quebec is the only province that remains outside of the CASW. Fred Phelps continues in his role as the Executive Director of the CASW and Joan Davis-Whelan, from Newfoundland and Labrador, is the CASW President. The Association has a national office in Ottawa.

The CASW meets regularly with Members of Parliament and parliamentary committees to educate, lobby, and promote matters that are important for social work at a federal level. This past year the CASW made a pre-budget submission to the Standing Committee on Finance. The CASW also met with Senator Wanda Thomas Bernard regarding Emancipation



Day and initiatives to address discrimination against Canadians of African descent. The CASW lobbied parliament regarding Bill C-6 – *An Act to Amend the Criminal Code* (conversion therapy). A position paper was developed pertaining to the development of federal standards related to long-term care. However, the paper is being revised as one province felt that the CASW position impinged on provincial jurisdiction. Various meetings also took place regarding a range of other matters important to social work.

Work continues on revising the Code of Ethics and Scope of Practice. A new contractor has been hired and a final document is anticipated within the next two years. The CASW evaluates foreign social work credentials for all provinces apart from BC and Quebec. Despite the limitations of COVID, applications from foreign trained social workers were up this past year. The CASW also delivers a range of Continuing Education opportunities. The CASW is an active member of the International Federation of Social Workers (IFSW) and the North American chapter of IFSW.

The CASW is financially healthy and once again realized a budget surplus. A decline in revenue is expected once the Alberta Association breaks into an Association and a regulatory body or College.

STUDENT REPRESENTATIVE'S REPORT

submitted by Anna Jackson



This year we have:

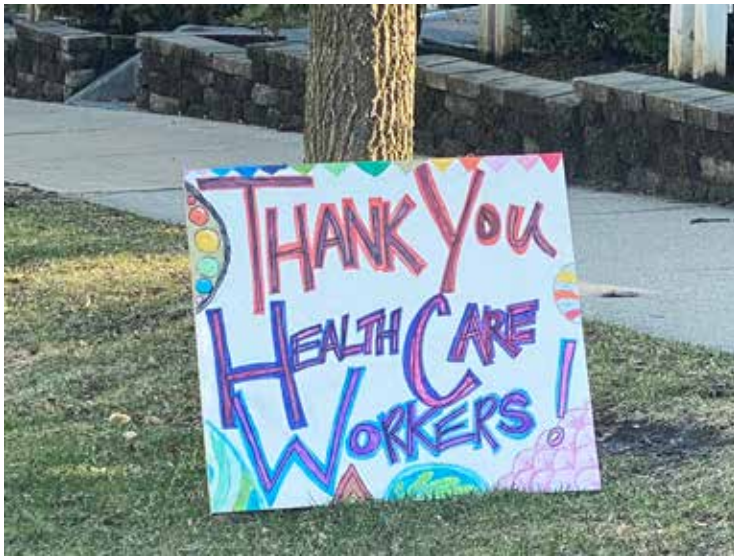
- Developed a Facebook page for students interested in BCASW. The resource is free to access and does not require membership, removing some of the barriers to student participation in BCASW.
- Piloted student-led seminars. The first seminar was: "Autism through the lens of the autistic community."
- Reached out to schools across BC to further develop and strengthen relationships between students and BCASW.
- Hosted monthly Zoom meetings for BCASW student reps from across the province.

Future plans include:

- Further developing the Facebook page with the goal of having more engagement.
- Increasing the value of student BCASW membership.
- Continuing to host student-led seminars and monthly rep meetings.

The CASW Award in BC for Distinguished Service 2021 Recipients

ALL FRONTLINE HEALTHCARE SOCIAL WORKERS



The award was presented during Social Work Week, March 14-20, 2021, by Fiona Lewis, Chair of the Health Advocacy Committee and BCASW Treasurer. It was accepted by Nancy Baker, Vancouver Island Branch, on behalf of BC frontline healthcare social workers and will travel to various healthcare sites to acknowledge the challenging work of social workers during the pandemic.

Our theme this year is *Social Work is Essential*. COVID-19 spotlighted inequities in our society and social workers have stepped up to respond to the pandemic with essential services. Nowhere has this been more evident than in healthcare where social workers work with limited resources and often in risky environments. BCASW is proud to present the Canadian Association of Social Workers Distinguished Service Award to BC social workers in healthcare who are at the frontlines of the struggle to contain the pandemic. In

their many roles, we know that they are working hard to ensure that individuals, families, and communities have the resources they need to manage and that they are providing comfort to critically ill patients and their families.

SOME OF OUR COALITIONS AND CONNECTIONS

BC Coalition of Health Profession Associations
BC College of Social Work
BC Government and Service Employees' Union
BC Psychological Association
BC Poverty Reduction Coalition
BC Schools of Social Work
Canadian Association of Social Workers
Canadian Centre for Policy Alternatives
College of Psychologists of BC
FACTBC
First Call: BC Child and Youth Advocacy Society
Health Sciences Association BC
PainBC
The International Federation of Social Workers
West Coast LEAF

BRANCH HIGHLIGHTS 2020 - 2021



OKANAGAN BRANCH

Greetings from the Okanagan Branch. Membership continues to grow, but face-to-face meetings are still on hold. However, the BCASW has been hosting CPD events via Zoom. Please send me an email, if you have any suggestions, ideas, or comments. The OK Branch is seeking to fill executive positions. Contact okbranch@bcasw.org for more information.

Cheryl Ash

VANCOUVER ISLAND BRANCH

- Our AGM was held on October 21, 2020. Members met to discuss how they were coping during COVID, share their needs as professionals, and the needs in communities. Wendy Weeks was re-elected as branch representative. Robin Love accepted the position of secretary and Nancy Baker continued as treasurer. Elizabeth Dow and Kathleen Westergaard were elected as members at large. An email was sent requesting someone from the mid-Island join the executive as a member at large. Marcella Ortiz accepted this position.
- November 14, 2020 Lena Dominelli presented *Disaster Intervention from a Green Social Work Perspective*. This informative presentation resulted in a few members deciding to form a group to explore Lena's book in more depth.
- November 28, 2020 we held a *Zoom Seasonal Celebration*. Although we couldn't share food, members brought food and drinks to the Zoom meeting. We heard some humorous, adventurous, and intriguing work experience stories that occurred over the years during the holiday season.
- January 11, 2021 Kathleen Westergaard presented a personal account of *Adoption According to Custom*.
- During Social Work Week, members joined the Thompson Nicola's Branch and BCASW's evening Zoom presentations. It felt great to experience being connected with many BC social workers. Of particular interest was the meeting March 18, as Nancy Baker, who has been involved in the VI branch for years, accepted the 2021 CASW Distinguished Service Award on behalf of front-line BC social workers in healthcare. This exquisitely created award is being sent to the various Health Regions and displayed to honour this sector of social workers.
- April 22, 2021 thanks to the suggestion of the Northern Branch Representative, a general meeting became a 'blast' as we engaged in a game of Social Work Trivia. The topics included: "Quotable Quotes", "General Knowledge" and "Name that year".
- June 24, 2021, in recognition of World Elder Abuse Awareness Day, Elizabeth Dow shared research on *Abuse and Neglect of Older People*. Her presentation included strategies to engage with older people, in particular to recognize abuse, neglect, systemic, and societal issues. She provided a list of resources.
- The VI Branch AGM was held on October 13, 2021.

Wendy Weeks

FRASER RIVER BRANCH

The Fraser River Branch has been quiet over the summer. The Branch is recruiting members so we can provide more activities in the fall. Please get in touch through the BCASW office.

Jas Hundal

NORTHWEST BRANCH

This year we:

- Transitioned our “Clinical Supervision” sessions to “Peer Consultation” sessions to better reflect the work and support being provided to social workers in the region. A new contract was drawn up and members helped develop a fluid meeting structure.
- Increased Peer Consultation sessions from once to twice per month to address isolation in practice, meeting with people via Zoom from Prince Rupert, Terrace, Kitimat, Smithers, Burns Lake, and Prince George.
- Met with students at Coast Mountain College and UNBC Terrace Campus to introduce the role of the BCASW and what social work can look like in the Northwest.
- Celebrated Social Work Week with nominations for ‘Essential Social Workers’, sharing why their roles were integral in the North. Recipients received a small gift from a variety of local shops. Offices were also nominated, and sweet treats were dropped off at 6 different locations.
- Co-hosted a meeting with Taylor Bachrach MP to discuss the Universal Pharmacare Bill.

In the works and future plans:

- Continuing to facilitate Peer Consultation group via Zoom
- Meet with UNBC BSW grad class of 2022 to help with transition into professional roles
- Looking for new member to take on the Branch Rep role

Tessa Murray

NORTHERN BRANCH

Northern Branch meetings were held virtually through the past year. While this allowed us to connect with members throughout the vast region, we found that attendance at the monthly meetings declined. This year, depending upon the situation with COVID, the Branch will try to return to the monthly supper meetings at a local Prince George restaurant. The meetings include business, a continuing education component, and an opportunity to socialize and network. Despite the difficulties and limitations associated with COVID, the Northern Branch was active. We held our annual holiday gathering in support of a local agency and we had a variety of on-line activities during Social Work Week. The current Executive of the Branch include: Beth Quesnel (Secretary and Liaison with UNBC), Jim Campbell (Treasurer), Dawn Hemingway (Communications), and Glen Schmidt (Chair). The Branch is grateful to past Chair Karla Bloomfield for the work and contributions she made to the Northern Branch.

Glen Schmidt

RICHMOND/DELTA/BURNABY BRANCH

It has been an odd year again due to the continuing pandemic. We met by Zoom and different members took on a variety of projects through collaboration with other committees and Branches. Long-time member Barb Keith nudged us along to complete squares for the Diversity Quilt. The final result was profiled in *Perspectives*. We welcomed Anna Jackson as our first student representative and hosted a thought-provoking discussion on “What is Social Work and Who Does Social Work?”. That discussion will continue into the coming year. Two of our members have taken leadership along with Dawn Hemingway from the Northern Branch, in developing and delivering webinars on advocacy that will continue into the future. A loyal core group managed to meet regularly and that in itself felt like an accomplishment. We are seeking a new Branch Representative and look forward to serious discussion on structural changes that could support greater participation and commitment by a wide cross-section of our members.

Carol Ross

VANCOUVER SEA TO SKY BRANCH

Mid-2020, the VSS Branch Representative, Catherine Patterson stepped away from her role due to health issues. Many of us who were actively involved in the Branch under Catherine's visionary leadership felt it was important to honour Catherine's work and others who came before her by attempting to keep the momentum of the Branch moving forward.

BCASW President Michael Crawford, well known for his hands-on approach to BCASW challenges, assisted us in convening a series of meetings to discuss finding new leadership and looking at what exactly the Branch membership might be interested in working on.

Members expressed an interest in continuing education opportunities, webinars, advocacy, mentorship, and clinical work. Reflecting an interest in macro and micro social work practice, members discussed work the Branch might do to advance social justice and equity issues, to promote clinical social work practice in health care and to provide opportunities for practitioners to acquire the advanced skills necessary to be a Registered Clinical Social Worker.

From the initial meetings of some of the Branch membership, three people stepped forward to move the process forward: Gloria Wolfson, Lior Ben-Avraham, and myself, John Richmond. Michael Crawford led a series of meetings with the three of us – much of which focused on connecting with students and new social workers, reconnecting with our Branch membership, exploring what needs and interests of members in the context of the pandemic and its effect on our clients and our practice, and promoting clinical social work roles in health care (and the education related to this important topic).

I reached out to social workers on an individual basis in August and September and am working with social workers in the shíshálh and Tla'min First Nations to hold a first branch meeting in October or November around the theme of reconciliation- our history and relationship with First Nations in the past and what that relationship might look like moving forward. (ie What does a new relationship between professional social workers and First Nations look like in the context of reconciliation?)

John Richmond

THOMPSON NICOLA BRANCH

Where did the year go? The Thompson Nicola Branch was extremely active in 2020-2021. The Branch continued to host monthly Lunch n' Learn sessions over Zoom where community partners gathered to share important information around topics such as anti-racism, harm reduction supports, and preventing gender based violence. We hosted a week full of celebrations in March for BC Social Work Week and welcomed a new 3rd year BSW student to our Branch Executive. Our three student representatives are busy planning student socials and networking events for the coming year while our Branch is in the early stages of planning a winter workshop for BSW members. The Branch continues to support social workers locally by sending out our weekly *Thompson Nicola Monday Connector* which is full of information about webinars, new resources, career postings, and social workers in the news. Branch Executive members include Lorry-Ann Austin, Michael Crawford, Meghan Dalglish, Jennifer Friend, Rachel Knuttila, Sue Peterson, and Meghan Selski.

Lorry-Ann Austin

COMMITTEES, INTEREST GROUPS, & COMMUNITIES OF PRACTICE

PROFESSIONAL DEVELOPMENT COMMITTEE

Committee Members: Phyllis Nash (Chair); Cheryl Ash (Secretary); Michael Crawford (Production Manager); Rae Morris; Wendy Weeks; Dianne Heath

Webinar	Date	Presenter(s)
<i>Social Work Ethics: Multicultural and Indigenous Perspectives</i>	Oct. 22, 2020	Leya Eguchi & Susan Soloman
<i>Making a Difference in the Lives of People with Dementia</i>	Nov. 19, 2020	Alison Leaney & Health Committee Members
<i>Primary Health Care</i>	Jan. 21, 2021 Video replay	Cayce Laviolette
<i>Dialectical Behaviour Therapy Skills Training for Social Work Professionals</i>	Feb. 18-19, 2021	David T. Renaud
<i>The Importance of Respecting Elders & Elders' Circles</i>	Feb. 24, 2021	Elder Roberta Price & Susan Soloman
<i>Advocacy in Action: Learning with and from Others, Part Two</i>	Mar. 4, 2021	Carol Ross, Dawn Hemingway & Barb Keith
<i>Days in the Lives of Social Work Series: Policy and Private Practice Adult Health and Justice Diverse Abilities Child and Family Support</i>	Mar. 8-11, 2021	Sponsored by Thompson Nicola Branch
<i>The Aboriginal Policy and Practice Framework: A Pathway Towards Restorative Policy and Practice that Supports Aboriginal Peoples' Systems of Caring, Nurturing Children, and Resiliency</i>	Mar. 16, 2021	Rhonda Ducharme & Kaitlyn Duquette Sponsored by Thompson Nicola Branch
<i>Human Trafficking in BC</i>	Mar. 17, 2021	Ursula Kerr & Eugene Ip
<i>Staying Apart to Stay Safe</i>	Mar. 18, 2021	Isobel Mackenzie
<i>Differential Diagnosis Using the DSM-5</i>	live-steamed and recorded	Developed in partnership with Jack Hirose & Associates to meet the need of RSW's preparing for RCSW designation
<i>Integrating Structural Theory with Social Work Practice</i>	April 15, 2021	Heather Peters
<i>Advocacy Webinar, Part Three</i>	May 20, 2021	Carol Ross, Dawn Hemingway & Barb Keith, Michael Crawford
<i>BCASW and BCCSW present Clinical Registration for RSWs</i>	June 30, 2021	Alana Prashad, Mark Hillenbrand, Dianne Heath
<i>Improving Quality of Life in LTC</i>	June 17, 2021	Dr. Penny MacCourt
<i>Providing New Tools for Ethical Practice in an Era of Fiscal Constraint</i>	Oct. 16, 2021	Dr. Melinda Weinberg
<i>Coalition Building as an Advocacy Strategy: Successes, Failures, & Ethics</i>	Oct. 22, 2021	Adrienne Montani, First Call for Children and Youth Advocacy Society

THE ADVOCACY CIRCLE

This year the Advocacy Circle was further established with a BCASW Board-approved Terms of Reference and scheduled Zoom meetings with representatives from BCASW committees, communities of practice, and other invested BCASW members. To date, projects include an article on hearing aids in *Perspectives*; Ursula Kerr's work in human trafficking; and a province-wide branch initiative to connect with local MLAs to share information about the importance of mandatory registration and protection of title for social workers. In total, three webinars were led by Carol Ross, Dawn Hemingway, and Barb Keith. The last project was highlighted in our third advocacy webinar with guest speaker, Michael Crawford, President of BCASW, and making materials available for planned meetings with elected representatives.

In the coming year, we plan to contact retired and soon-to- retire BCASW members to explore an advocacy project topic of interest to that group. This suggestion was one of several responses to our second advocacy webinar, *Advocacy in Action: Learning with and from Each Other*, where we asked participants for topics of interest.

We continue to encourage and value collaboration and communication across the organization so all BCASW members can stay abreast and contribute to current advocacy initiatives, participate in action, and strengthen the collective voice and vision of BCASW across the province. If you have a project or would like to participate in advocacy action, please contact Barb Keith at socw2011@gmail.com for details.

Barb Keith

HEALTH ADVOCACY COMMITTEE

Our small but committed committee continues to meet 10-12 times a year via Zoom. We welcome new members who are interested in systemic advocacy regarding health-related issues.

Highlights of the past year:

- We published a full report of the results of our 2019 provincial survey regarding hospital social workers' experiences of discharging people into homelessness. The report, entitled *Bus Tickets are not Enough*, is available on the BCASW website. Committee members distributed the report to a wide range of housing providers, elected officials, and health authority staff. In addition, we submitted a modified version, focusing on the moral distress experienced by social workers, to a social work publication. This was accepted for publication in a forthcoming edition.
- We continue to advocate for improvements to long-term care. In June, we co-sponsored a BCASW webinar presentation on this topic by Dr. Penny MacCourt of Action for Reform of Residential Care (ARRBC). The webinar was well-attended and there was a fulsome discussion of how best to advocate for change. Our committee continued this discussion with a follow-up Zoom call with Dr. MacCourt in August.
- Periodically, we are asked to provide input on policy matters concerning social work in health care. This year, our members contributed feedback (via the BCASW Executive Director) to the Ministry of Health's Focus Group on Allied Health Professionals. Topics included the definition of allied health, workforce optimization, scope of practice, recruitment, and training.

Plans for the coming year:

- Our committee will continue to advocate for improvements to long-term care and assisted living. We are looking to work with other groups and coalitions to support and amplify their efforts.
- We will continue to work with the BCASW Advocacy Circle to share information about our collective advocacy efforts.

Fiona Lewis

THE PRIMARY CARE COMMUNITY OF PRACTICE

We are a committee of social workers working in primary care networks across BC. Since our last report, we have seen a large increase in members and interest from health care social workers wanting to collaborate.

Highlights and Future Plans:

- One of our members, Theresa Martin, was interviewed about her role in primary care in Surrey.
- Our group met with representatives from the Practice Support Program - for physicians to speak about the role of social work in a team-based care clinical setting.
- We reviewed and made recommendations to a provincial social work scope of practice document being compiled by the Ministry of Health with input from BCCSW, BCASW, and health authorities.
- We are planning upcoming education sessions on topics such as working with physicians and practical interventions in primary care.

If you are interested in joining, contact us at caycelaviolette@gmail.com

Cayce Laviolette

ANTI-RACISM AND CULTURAL ADVOCACY (ARCA) COMMITTEE, FORMERLY THE MULTICULTURALISM AND ANTI-RACISM COMMITTEE (MARC)

Since September 2020, the formerly known Multiculturalism and Anti-Racism Committee engaged in the reflective process of re-evaluating and revising its mission statement, goals and objectives, and Terms of Reference.

The review led us to re-evaluate the Committee's name to best capture the scope of the Committee's guiding principles and advocacy concerns: anti-racism, religious acceptance, cultural diversity and inclusion, equity, social justice and human rights. After much deliberation and consultation with social work professors, we arrived at the new name. We are now the Anti-Racism and Cultural Advocacy Committee (ARCA).

Although the ongoing pandemic obliged us to meet virtually and to provide virtual educational sessions, it has not stopped us from our usual work of formulating strategies on how to advocate for change.

ARCA is committed to anti-racist practice in the workplace. We work alongside the police on a daily basis and as we see ourselves as allies with the police, ARCA drafted a letter, in response to Black Lives and Indigenous Lives Matter, which offers the Diversity, Inclusion & Indigenous Relations Section of the Vancouver Police Department access to ARCA's workshop, *How to Respond to Racism in the Workplace* to complement VPD's in-house anti-racism training program. This draft letter was submitted to the BCASW Board for approval.

ARCA remains concerned about legislation supporting systemic discrimination. As such, we anxiously watched the progress of two pieces of legislation, Secularism Law 21 and the proposed language reform Bill 96, deemed by Quebec's Constitutional and Civil Rights Lawyer and Law Professor, Julius Grey, to be "two very discriminatory laws".

We followed the legal challenges to Law 21 since its inception in 2014, at which time the BCASW Board supported our committee to express our concerns through a press release. Now as a law, ARCA sought to express concerns about Law 21 to the Quebec Government, but our draft letter was not approved by the BCASW Board due to jurisdictional restrictions.

We remain alarmed by the Quebec Superior Court Justice Marc-Andre Blanchard's claim that Law 21 "violates the basic human rights of religious minorities" and that the "effects of the Law will be felt negatively above all by Muslim women". Justice Blanchard attempted to overturn the Secularism Law in the Quebec Superior Court, but could not due to the Law's use of the notwithstanding clause.

We have been watching the rise of religious intolerance towards the Muslim and Jewish communities across Canada. We have been also watching the rise of anti-Asian hate in the Lower Mainland and across BC. We are aware that government and anti-hate organizations are monitoring and trying to provide support to victims.

In response to this effort, ARCA drafted a letter to Rachna Singh, BC Parliamentary Secretary, Anti-Racism Initiatives to support the provincial government's proposed non-police operated multilingual Anti-Racist Hotline. We offered our assistance in the training of Hotline responders. The draft letter will be sent to the BCASW Board for approval.

ARCA Co-Chairs participated in the BCASW's Advocacy Circles and in the process, have forged new relationships with other Committee Chairs.

To help expedite the BCASW's response to the work ARCA is engaged in, the Co-Chairs have requested that a Board Liaison be assigned to our committee.

We invite all action-oriented BCASW members who are committed to advocating for anti-racism, religious acceptance, human rights, cultural diversity and inclusion to join us. We need your voice and your help to accomplish our vision of racial equity, cultural inclusion, and religious acceptance.

Marisa Tuzi

Jhevoi Melville

SENIORS COMMUNITY OF PRACTICE

Highlights:

- Drafted a press release in support of the report by the Action for Reform of Residential Care Association *Quality of Life in Long Term Care: A Way Forward* (<http://arrcbc.ca/Improving%20LTC%20-%20A%20Way%20Forward%20-%20April%202021.pdf>), included a shortened updated version of our brief on the need for mandated social work positions in long-term care in this report, and co-planned a webinar with the Health Advocacy Committee – presenter Dr. Penny MacCourt
- Supported Community of Practice member, Tania McCartney, social work student at Thompson Rivers University with her research project *Person Centred Care in Residential Care Social Work: Possibilities in the Current Medical Model in BC*
- Supported the nomination of member Karen Lok Yi Wong for the Inspiring Social Worker of the Year Award which she had subsequently received. See the 2021 Paul Cheng Memorial Lecture here <https://socialwork.ubc.ca/events/event/2021-paul-cheng-memorial-lecture/>
- Circulated analyses about seniors' issues reflected in party platforms for the federal election

Plans Include:

- Additional webinars
- Circulating our revised brief to leaders responsible for seniors' care in health authorities in an effort to get a better sense of numbers of social work positions in assisted living and long-term care
- Requesting a meeting with Parliamentary Secretary for Seniors, Mabel Elmore
- Providing input into the National Long-Term Care Services Standard
- Identifying issues of concern on which to take action

Alison Leaney

MEMBERSHIP COMMITTEE

The Membership Committee is a standing committee of the BCASW Board. Current members include Kathleen Westergaard, Ann Mary Joseph, Cheryl Ash, Lorry-Ann Austin, Wendy Weeks, and Glen Schmidt. President Michael Crawford is ex officio and Executive Director Dianne Heath provides support. The committee meets every six to eight weeks and develops strategies and activities to increase and support membership in the BCASW. The focus this year was on recruiting more student members as that seems to be the most effective way to increase membership. In that regard, the Membership Committee asked the Professional Development Committee and BCASW Board to allow student members to attend "in house" training at no cost. This was approved. The Membership Committee also sent letters of congratulation to graduating social work students and the Committee encouraged branches to have a presence at incoming social work student orientation gatherings. Representatives from the Membership Committee also met with the BC College of Social Workers. Membership numbers have increased and are at historic highs since the split between the Association and College.

Glen Schmidt



BC ASSOCIATION of
SOCIAL WORKERS

BC Association of Social Workers
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E: bcasw@bcasw.org
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May 14, 2021

Dear BCASW members;

Re: The Social Workers Act and Regulations - Exemptions

We are writing to you to report on our Association's ongoing campaign to strengthen professional social work in British Columbia. Specifically, we want to share our advocacy work to have exemptions removed from The Social Workers Act and Regulations.

The BCASW has a long history of working to improve The Social Workers Act; a history well-described in *Perspectives* (Spring/Summer 2019 & Fall 2019) by former presidents Phyllis Nash and Elizabeth Jones.

The Social Workers Act of 1968 led to the formation of the Board of Registration of Social Workers (BRSW) the following year. In 1995, the BC government mandated the separation of the BCASW and the BRSW leaving each to their unique functions of advocacy and professional regulation respectively. Amendments to the Act in 2008 formed the BC College of Social Workers (BCCSW) replacing the BRSW and updating the objects of the College. At no time has the Act fully protected the title "social worker" or mandated registration for all social workers with the College despite significant efforts by the Association and the College.

The Social Workers Act does not require all BC social workers to be registered with the College and therefore the Act does not fully serve the public interest. Social workers in some health authority positions and those in private practice (who choose to refer to themselves as social workers) are required to be registered with the College, leaving a significant majority of professional social workers to register voluntarily. The Act provides the framework for self-regulation of the profession with public input; however, we remain only marginally regulated.

There is limited protection of title in The Social Workers Act. The Act reserves the use of the titles "social worker", "registered social worker", and "registered clinical social worker" to those registered with the College unless the person works for a "prescribed person". The Regulations for the Act define "prescribed person", or those exempt from registration and therefore free to use the title "social worker", as people employed by any of the following: government or an agent of government; a board or commission; a municipality, regional district, or board of education; an Indian band, a tribal council, a treaty first nation, the Nisga'a Nation or a Nisga'a Village; or an agency, other than an adoption agency as defined in the Adoption Act, to whose staff is delegated any or all of a director's powers, duties or functions under the Child, Family and Community Service Act or the Adoption Act.

Our campaign aims to strengthen professional social work and protect the public interest. We want children, youth, families, and communities to have confidence in our services and to know that they are working with degreed professional social workers. The College superintends the practice of social work and provides

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assurances to the public that social workers are bound by professional ethics, aware of standards of practice, and current with social work knowledge and skills. Recipients of social work services, dissatisfied with those services, may express their concern to the College who has the authority to investigate and, if necessary, refer the matter to a disciplinary committee.

When our Association became aware that the Ministry of Children and Family Development (MCFD) planned to lower educational qualifications for child welfare staff, we formed a coalition of concerned groups to advocate for social workers and for quality social work services for children, youth, and families. We were joined by the BC College of Social Workers, the BC Government Services Employees' Union, and the directors of BC's accredited schools of social work. MCFD has refused to consider rolling back the broadening of educational qualifications however, the coalition continues to advocate on this matter. The coalition has also been actively engaged in discussions with MCFD regarding changes to The Social Workers Act for more than two years.

As an Association, and as part of the broader coalition, we have met with two MCFD Ministers, discussed this matter with opposition MLAs, written briefs, met many times with senior MCFD officials, hosted online consultations, and submitted a 6,000-signature petition to MCFD. We have been active and MCFD has responded by committing to holding a broad consultation with stakeholders regarding the consequences of removing exemptions from The Social Workers Act Regulations.

Somewhat fortuitously, the Cayton Report - An Inquiry into the performance of the College of Dental Surgeons of British Columbia and the Health Professions Act (2018) – presented an opportunity for the Association to present two briefs (available on the BCASW website or by contacting the office at bcasw@bcasw.org) to the Ministry of Health. These briefs argued that the public interest is best protected by including social work, as a fully regulated profession with protected title, within a revised Health Professions Act. On August 27, 2020, the Steering Committee on Modernization of Health Professional Regulation released their final report noting that social work should be considered for inclusion in the revised Health Professions Act by the proposed oversight committee.

We expect that the legislation to revise the Health Professions Act will be introduced in the BC Legislature before the end of June or in early fall and our Association will actively support the bill.

Over the next few months, you will be notified about opportunities to learn more about this campaign and asked to support it with actions such as focussed discussions at branch meetings, letter writing, and discussions with your MLA.

Our history shows us that we have been successful when we have acted together.

In solidarity,



Michael Crawford, MSW, RSW | President
BC Association of Social Workers



Dianne Heath, MSW, RSW | Executive Director
BC Association of Social Workers

Strategic Plan 2021-2024

Reorganize | Communicate | Grow
October 1, 2020



BC ASSOCIATION of
SOCIAL WORKERS

<p>Mission - We are the professional association of social workers in British Columbia and promote the profession of Social Work. We advance Social Work practice and values to create a just and compassionate society.</p>			
<p>1. Promotion of the profession and practice of social work - Promote the knowledge, skills, and abilities of professional social workers and the diversity of social work practice to public, government, and non-governmental organizations.</p>	<p>2. Service to members – Provide valuable, supportive, and accessible resources and services that meet the needs and interests of members</p>	<p>3. Advocacy, social justice – Promote health, social, and economic policy consistent with social work values, to ensure a just and compassionate society</p>	<p>4. Strengthen the Association – Ensure that the Association is sufficiently resourced to fulfill its mission</p>
<p>Reorganize –</p> <ul style="list-style-type: none"> a) Strive to be a bold and strong voice for professional social work b) Educate other professionals and the public about the profession of social work 	<p>Reorganize -</p> <ul style="list-style-type: none"> a) Strengthen branches and equip them to better achieve the Association's goals at the local level b) Increase quality of continuing professional development offerings 	<p>Reorganize -</p> <ul style="list-style-type: none"> a) Reorganize and coordinate advocacy efforts, and establish priorities 	<p>Reorganize -</p> <ul style="list-style-type: none"> a) Increase diversity within membership and Association leadership positions b) Strengthen committees to attract members' interests c) Align committee structure with strategic goals d) Restructure the Board of Directors to increase effectiveness as a "working board". e) Strengthen Indigenous participation in the Association
<p>Communicate -</p> <ul style="list-style-type: none"> a) Increase frequency of communications with members and ensure members are aware of the Association's activities 	<p>Communicate -</p> <ul style="list-style-type: none"> a) Advocate needs to be direct, focused, and sustained b) Ensure members and the public are aware of our advocacy efforts 	<p>Communicate -</p> <ul style="list-style-type: none"> a) Need to articulate the benefits of membership b) Increase clarity about what BCASW does c) Increase contact between BCASW & social work students 	<p>Communicate -</p> <ul style="list-style-type: none"> a) Increase membership to ensure the Association has adequate operating revenue b) Invest in developing a trained volunteer base
<p>Grow –</p> <ul style="list-style-type: none"> a) Strengthen relationships with elected public office holders 	<p>Grow –</p> <ul style="list-style-type: none"> a) Continue the campaign to strengthen professional social work including protection of title, mandatory registration, and a legislated scope of practice 	<p>Grow –</p> <ul style="list-style-type: none"> a) Continue the campaign to strengthen professional social work including protection of title, mandatory registration, and a legislated scope of practice 	<p>Grow –</p> <ul style="list-style-type: none"> a) Increase membership to ensure the Association has adequate operating revenue b) Invest in developing a trained volunteer base



Social Work is Essential

The essential work provided by qualified, compassionate, and committed social workers benefits all people in Canada. Each March, we celebrate the important contributions social work professionals make to our families and communities.

**Celebrate Social Work Week
March 14 - 20**

Get involved!

casw-acts.ca
#NationalSocialWorkMonth

