

BC Association of Social Workers



***ANNUAL REPORT***

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***2023/2024***

## BCASW BOARD MEMBERS 2023-2024

### EXECUTIVE

President	Michael Crawford
Vice President	vacant
Past President	Phyllis Nash
Treasurer	Fiona Lewis
Secretary	Cheryl Ash
Indigenous Liaison Representative	Susan Soloman
CASW Representative	Glen Schmidt

### MEMBERS AT LARGE

Kelly Guiaya, Vanessa Key Craig, Elizabeth Vondette

### REPRESENTATIVES TO THE BOARD

Vancouver Sea to Sky Branch	John Richmond
Fraser River Branch	vacant
Vancouver Island Branch	inactive
Kootenay Branch	Jennifer Hagen
Northern Branch	Kayla Walker-Elias
Northwest Branch	Angela Boutillier
Thompson Nicola Branch	Lorry-Ann Austin
Okanagan Branch	Cheryl Ash
Student Representative	Scott Rieseterer

### BCASW STAFF

Executive Director	Dianne Heath
Member Services Coordinator	Darren Usher
Communications Coordinator and Admin	Rose Wu
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

410-1755 West Broadway, Vancouver, BC V6J 4S5

T 604 730.9111

[bcasw@bcasw.org](mailto:bcasw@bcasw.org)

[www.bcasw.org](http://www.bcasw.org)

*We acknowledge that our office is in the unceded territory of the Coast Salish Peoples, including the territories of the xʷməθkʷəy̓əm (Musqueam), Sk̓w̓w̓ú7mesh (Squamish), and səliłwətał (Tseil-Waututh) Nations and that our members live and work in unceded territories across British Columbia. We acknowledge territory and Indigenous Peoples and commit to genuine and ongoing work to forge real understanding, and to challenge the legacies of colonialism. We also express appreciation to Métis and Inuit peoples across British Columbia.*

# PRESIDENT'S REPORT

submitted by Michael Crawford, MSW, RSW

Weyt-kp! \*

The Association has been busy over the past six months. Our membership has increased, our advocacy continues unabated, and our professional development program continues to deliver quality events.

Our staff, led by Dianne Heath, provide excellent services to our members and they make sure the Association stays engaged with allied professionals and elected officials. Thank you to Executive Director Dianne Heath, Membership Service Coordinator Darren Usher, and Communications Coordinator Rose Wu for your ongoing commitment to the Association and your passion for our profession.

We have a well-informed and experienced Board of Directors who provide clear direction for the Association and serve on the many committees and communities of practice. Looking ahead we are delighted to welcome new directors who bring fresh perspectives and energy to the work at hand.

Our members serve on committees and provide support to the Association in many ways. Thank you to our committee members, community of practice members, and others for their enthusiastic support of our Association.

As our membership grows, the Association continues to develop avenues for members to connect with each other and with the Association. Over the past few months, we have added new communities of practice, including mental health and substance use, child and youth, Indigenous, and sexual and gender diverse. Members discuss practice, identify advocacy opportunities, and advise the Board and staff. It has been heartening to see so many members join these communities, share their ideas, and support one another.

Dianne and I met with MCFD Minister Grace Lore and MCFD Deputy Minister David Galbraith twice to discuss issues of mutual concern including the removal of exemptions from Social Work Regulations. Both were well-briefed on the issues and the discussion was productive. We await the MCFD report on social work oversight - set for release one year ago - and we will respond accordingly.



We usually don't get involved in federal matters and tend to leave those to the Canadian Association of Social Workers (CASW). After notifying CASW, we launched a joint campaign with First Call BC to repeal Section 43 of the Criminal Code of Canada. This section provides a defence for a person acting as a parent who physically assaults a child. The House of Commons supported Bill C-273 and the Justice and Human Rights Committee supported the bill and referred it on. We now turn our attention to the Senate

and will encourage members of that chamber to support the bill.

During BC Social Work Week and the week prior to that in March, the Association hosted 11 online professional development events featuring our student and practising colleague presenters along with public talks given by Senator Wanda Thomas Bernard, MCFD Minister Grace Lore, MHA Minister Jennifer Whiteside, and former SDPR Minister Shane Simpson. The events drew almost 1,600 registrations from across the province and students from all nine schools of social work registered for events. Vancouver Sea-to-Sky, Fraser River, Thompson Nicola, North, and Northwest Branches celebrated with in-person events. We are grateful to UFV social work practicum student Kylee Latter who did much of the organizing for BC Social Work Week and to our Student Representative Scott Riesterer, who recruited and organized much of the student involvement.

Thank you to outgoing Board member Angela Boutilier for your exemplary service as NW Branch Rep.

I look forward to the year ahead and welcome new Board members Scott Riesterer (Student Rep), Phil Mach (VP), Tara Scheirer (MAL), and Jeremy Marczak (MAL) and Ming Huey Chang (VI Rep) as we continue strengthening the Association, providing services to members, advocating for social justice, and promoting social work in BC.

\* Weyt-kp! means "Hello (to many)" in Secwepemctsin, the language of the Indigenous people within Secwepemcúlcw where I live, work, and play.

# EXECUTIVE DIRECTOR'S REPORT

submitted by Dianne Heath, MSW, RSW

## One Profession, Many Roles.

2023-2024 has been filled with action by the BCASW. Directors, members, practice groups, committees, coalition partners, and staff all contribute to our dynamic and growing professional association of social workers.

Darren Usher, Member Services Coordinator is in the office part-time while I work full-time, still mainly from home. Rose Wu joins us in the position of part-time Communications Coordinator and Admin, working from Victoria. Kylee Latter, University of the Fraser Valley, completed her BSW placement with the Association.

Membership grew steadily (1,546 at the time of writing this report). This figure represents a continuing record high since the Board of Registration separated from the Association in 1996 (867 members). Over half of BCASW members are full-time practising social workers. Remaining members are retired, students, working reduced hours or part-time, seeking work, on leave, or have completed less than a year of employment. All members in these categories pay significantly reduced dues to make membership affordable.

Fifty-seven percent of BCASW members report working in private practice. Resources for this group include access to affordable professional liability insurance, the private practice portal on the CASW site, peer groups and individual mentorship, and webinars on clinical topics and online practice. The private practice roster [findasocialworker.ca](http://findasocialworker.ca) is listed on a website resource for mental health services developed by Doctors of BC.

Scholarships provided by CASW/BMS and the law firm of Murphy Battista LLP were awarded to five members this year so far. Applications can be found on the BCASW website in the members' resources section.

The website is a valued resource for members. Vintage *Perspectives* newsmagazines and current editions are available on a members' only page.

Over a year ago, we completed data migration to a new secure members' website, database, and payment system. Government regulations require us to now include GST because of the additional membership benefits added.

Nationally and provincially, BCASW works with coalitions and other associations to advance progressive and socially just regulation and social policy initiatives. BCASW uses an online letter writing platform to support advocacy actions, alone and in partnership. Our current call to action is to Repeal 43; stop the



physical punishment of children. If you wish to sign a letter to support this action you can find the link on the BCASW home page.

We continue conversations with the Ministry of Children and Family Development (mandatory regulation), and the Ministry of Health (regulation under the new Health Professions Act and improving long-term care), the BC College of Social Workers, schools of social work, and other healthcare associations. As senior officer in BCASW, I am registered with The Office of the Registrar of Lobbyists. Meetings with government and the topics of

discussion are posted on their site.

Consultations continue between MCFD and the BCCSW regarding recruitment and retention of social workers and use of RCSW designation. BCASW sent letters of concern to First Nations Health Authority and federal and provincial governments following the sudden cancellation of mental health counselling for non-status people.

In celebration of the profession of social work, BCASW awarded the CASW Distinguished Service Award to members Karen Lok Yi Wong and Gary Thandi. We are seeking nominations for the Janusz Korczak Association of Canada Award for Distinguished Social Work Practice Protecting the Rights of Children.

BCASW is a grateful recipient of a legacy donation from former member Marion Secunda Poliakoff, one of the founders of the Anti-Racism and Cultural Advocacy Committee.

The work of many members goes into the success of BCASW. Special thanks go to our hard-working Board of Directors and to President Michael Crawford for his leadership, support, and production management of BCASW webinars and social media.

## CHALLENGES AND OPPORTUNITIES

Much of the work of BCASW is done by volunteers who provide leadership and mentorship in practice groups, branch executive, and board director positions. Board directors set strategic priorities, address concerns with inadequate government policy and action, connect with universities, and support the work of committees and practice interest groups. Succession planning for leadership positions must remain on-going.

Please let us know if you would consider volunteering to share your time and expertise in a community of practice, as a committee member, or mentor.

*continued on next page*

Capacity issues continue. The need to augment staff resources to support the work of BCASW grows as member numbers, requests for expert consultation from external bodies including government, and awareness of needed social justice advocacy increase. Members new to practice or transitioning and acquiring new skills, recognize and value our mentoring program. We continue to see a spike in demand for this service.

Plans and budget need to be in place for up-grading online programs. Online services are increasingly utilized and platforms require continual repair and protection.

There is an appetite for a provincial conference once again. Content will not be a problem as we have a wealth of wisdom and experience amongst our members. The challenge is to make this event accessible and affordable to attendees and to the Association without forgoing current services to members and advocacy activities during the planning period.

## FUTURE DIRECTIONS AND ACTIVITIES

- Continue Truth and Reconciliation initiatives and actions
- Host the CASW national meetings, June 2024
- Plan for a conference in 2026
- Work on strategies to increase and support membership
- Renew the 2021-2024 Strategic Plan with the new Board
- Continue advocacy for mandatory regulation of BC social workers.
- Update policy governance to reflect equity, diversity, inclusion and reconcile with current practices
- Discussion and decision-making regarding possible adoption of the new national code of ethics
- Actioning the report of the BCASW Reorganization Ad Hoc Committee
- Strengthening our relationship with government, regulators, and educators

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# CANADIAN ASSOCIATION OF SOCIAL WORKERS REPORT

*submitted by Glen Schmidt, RCSW, CASW Board Member*

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The Canadian Association of Social Workers (CASW) is a federated organization made up of nine Provincial Associations and one Association representing the Northern Territories. Quebec is not a member of the CASW, however, work continues to have Quebec rejoin. The Quebec Association is supported by CASW and by the Registrar from New Brunswick. The Federation meets two times a year with a virtual meeting in January and an in-person meeting in June. The 2024 June Federation meeting will be hosted by the BCASW and take place in North Vancouver.

In addition to the Federation meetings, the CASW Board meets three or four times a year. Meetings are virtual, with the exception of the October meeting, which is usually in-person in Ottawa. A virtual connection option is also part of the October meeting.

Fred Phelps continues as Executive Director. Joan Davis-Whelan from Newfoundland and Labrador will finish her term as President at the June Federation meeting. CASW employs staff and hires contractors for specific projects.

The 2024-2025 budget was approved at the March Board meeting. It is a balanced budget in the amount of \$841,594.00 This is down from the previous year as the Alberta Association and the Alberta Regulatory body split into separate entities, as is the case in BC. This resulted in a decline in revenue from Alberta. Saskatchewan is also looking at a split which will result in further



revenue decline in 2025-2026. The main sources of budgeted revenue are partner membership fees (\$632,000.00) and assessment of foreign credentialed social workers (\$130,406.00). The largest expense is staff wages and benefits (\$442,700.00).

The CASW launched the new National Social Work Code of Ethics during Social Work Month (March 2024). A series of Webinars preceded and accompanied the launch. It remains to be seen how many Federation members will adopt the new

Code in whole or in part.

The CASW has been trying to develop a new sector study of the social work profession. These efforts have been frustrated due to a dispute between the CASWE (Canadian Association of Social Work Educators) and the Regulators. The two groups are looking at resolving their differences through mediation. Until the disagreement is resolved, it is unlikely that a new sector study will be launched. Without a current sector study, it is difficult to develop an accurate picture of social work in Canada.

In addition to serving on the Board, I served on the Anti-Racist Committee, the Compensation Committee, and the Awards Committee. These committees meet virtually every six to eight weeks. This will be my last year as a CASW Board member. It has been a pleasure to serve as the Representative from British Columbia.

# BCASW Mentorship Program 2024

*submitted by Darren Usher, MSW, RSW*

**M**entor and mentee are matched by skills and request rather than proximity. Mutual expectations are part of the negotiation process at the beginning of the relationship. Some people need only one or two conversations, others may contract for a year of support. This type of mentorship is not consultation or supervision. As an informal peer program for members, the focus is on the social work practitioner in relationship to their work and profession. Application forms to request a mentor or to offer mentorship can be found on the BCASW website under Benefits of Membership, Professional Support.

## Individual Mentorships

Thirteen requests so far this year including:

- support for career options after recently graduating
- transition from school to practice – specifics of working in a new setting
- working in BC after transferring from overseas
- support for starting in private practice
- working with Indigenous populations
- support taking the ASWB exam
- applying for the RCSW designation
- working with seniors and long-term care

New mentors signed up to the BCASW Mentoring Program: two

## Peer Mentoring Groups

1. BCASW Peer Support Group for Members Starting a Private Practice  
Third Thursday of the month, noon-1pm

This group, initiated in 2021, grew in popularity and now has 162 members on the mailing list. The group continues to develop an information sheet for members starting a private practice. During monthly meetings, members ask questions and learn from each other. As time permits, a theme is explored each month such as working with third party insurers; developing effective policy and procedure; how to refer clients after intake; supervision requirements in BC; decolonizing practice. Members are encouraged to adapt information to their own practice and client's needs.

2. RCSW Advocacy Group

We started an initial group to gauge interest in March 2022. The group goals include advocating for greater recognition of the RCSW designation and the development of position that can utilise the designation. In the Fall of 2023, the BCASW sent its RCSW members a short questionnaire to gauge what advocacy issue should be prioritized. We will publish the results of the survey in Summer 2024 and use them to support the promotion and recognition of the RCSW designation.

## Member's Practice Consults

BCASW staff are available to consult on your practice questions. We will not tell you what to do, or not to do, but we can help talk through the issues and refer you to sources of information to help you make a fully informed professional decision.



*Darren Usher, BCASW Member Services Coordinator*

*The completed BCASW Diversity Quilted Wall Art Project, led by master quilter Barb Keith hangs in the background on the BCASW office wall. This project was supported by the Advocacy Circle.*

*Photo by Carol Ross*

# TREASURER'S REPORT

submitted by Fiona Lewis, MSW



I am pleased to provide the following report to the 2024 Annual General Meeting.

The Association ended 2023 in a strong financial position, with an operating surplus of \$30,377.00. Membership fees account for over 80% of our budgeted revenue and continued to grow this year. Advertising revenue also continues to grow, forming 13% of our revenue in 2023.

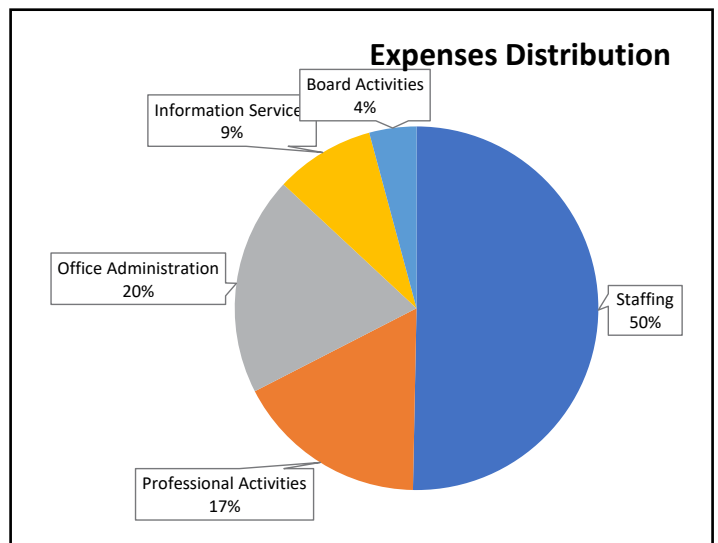
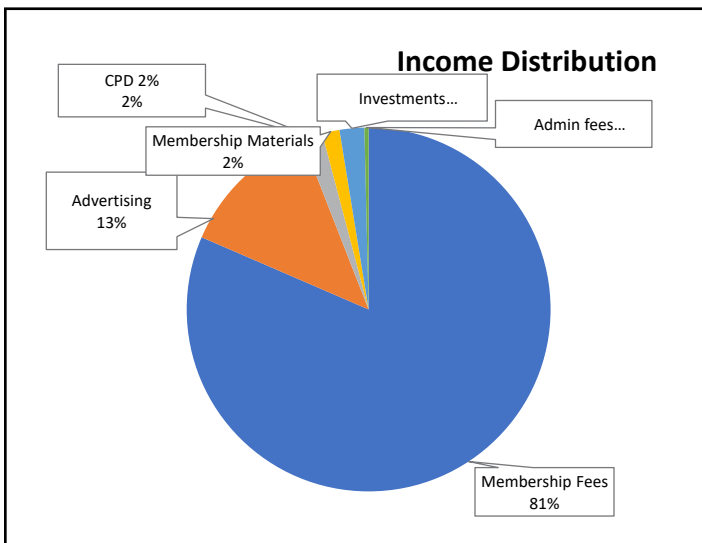
Expenses were approximately \$18,000 below budget. \$12,000 of this came from reduced rent – a one-time concession negotiated as part of our move to a new office. Spending was also below budget in professional activities. We budget for payment of speaking fees for webinars or workshops but do not always need to spend this money to attract quality speakers.

We are grateful for all our webinar presenters who volunteer their time and expertise.

Staff costs were on budget this year and we are pleased we could provide a small wage increase to staff. The Board approved adoption of an improved benefits plan for staff at minimal increased cost.

The Board has not yet made a final decision on allocation of the year end surplus. This will be decided at the next board meeting.

Thank you to all members for their support of the Association. Your fees are essential to the work we do to support you and promote our profession.



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## INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

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To the Members of British Columbia Association of Social Workers

We have reviewed the accompanying financial statements of British Columbia Association of Social Workers (the Organization) that comprise the statement of financial position as at December 31, 2023, 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 (ASNPO), 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*

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 the financial statements do not present fairly, in all material respects, the financial position of British Columbia Association of Social Workers as at December 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with ASNPO.

### *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  
May 14, 2024



Chartered Professional Accountants



**BRITISH COLUMBIA ASSOCIATION OF SOCIAL WORKERS**  
**Statement of Financial Position**  
**December 31, 2023**  
*(Unaudited)*

	2023	2022
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 152,312	\$ 136,503
Investments	260,458	192,622
Accounts receivable (Note 3)	7,651	6,598
Prepaid expenses	5,193	10,372
	<u>425,614</u>	<u>346,095</u>
<b>TANGIBLE CAPITAL ASSETS (Note 4)</b>	<u>4,573</u>	<u>1,679</u>
	<u>\$ 430,187</u>	<u>\$ 347,774</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable and accrued charges	\$ 21,522	\$ 4,269
Government remittances payable	3,145	2,638
GST/HST payable	5,678	-
Deferred revenue (Note 5)	168,354	139,757
	<u>198,699</u>	<u>146,664</u>
<b>NET ASSETS</b>		
Operating fund	<u>231,488</u>	<u>201,110</u>
	<u>\$ 430,187</u>	<u>\$ 347,774</u>

**BRITISH COLUMBIA ASSOCIATION OF SOCIAL WORKERS**  
**Statement of Changes in Net Assets**  
**Year Ended December 31, 2023**  
*(Unaudited)*

	Operating Fund	2023	2022
<b>NET ASSETS - BEGINNING OF YEAR</b>	\$ 201,111	\$ 201,111	\$ 134,043
Excess of income over expenses	30,377	30,377	67,067
<b>NET ASSETS - END OF YEAR</b>	<u>\$ 231,488</u>	<u>\$ 231,488</u>	<u>\$ 201,110</u>

**BRITISH COLUMBIA ASSOCIATION OF SOCIAL WORKERS**  
**Statement of Operations**  
**Year Ended December 31, 2023**  
*(Unaudited)*

	2023	2022
<b>INCOME</b>		
Membership fees	\$ 291,312	\$ 283,596
Administration fees	1,327	77
Advertising	44,950	41,950
Conferences and workshops	6,519	9,284
Donations and gifts	500	-
Interest and investment income	7,846	3,333
Membership materials	5,448	5,538
Perspectives and publication sales	50	-
CEBA loan forgiven	-	10,000
	<u>357,952</u>	<u>353,778</u>
<b>EXPENSES (per Schedule 1)</b>		
Office administration	63,820	59,614
Information services	29,058	28,690
Professional activities	56,131	51,847
Board activities	13,743	50
Staffing	164,823	146,510
	<u>327,575</u>	<u>286,711</u>
<b>EXCESS OF INCOME OVER EXPENSES</b>	<u>\$ 30,377</u>	<u>\$ 67,067</u>

**For the complete  
financial statement,  
please refer to the Review  
Engagement Report at  
[www.bcasw.org](http://www.bcasw.org).**

# BCASW Membership Data Report

## Why this data summary?

To inform organizational review and future planning.

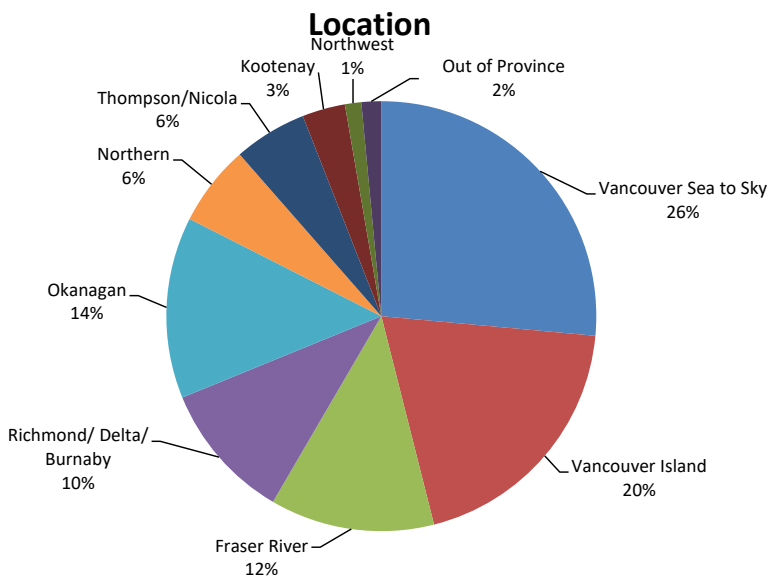
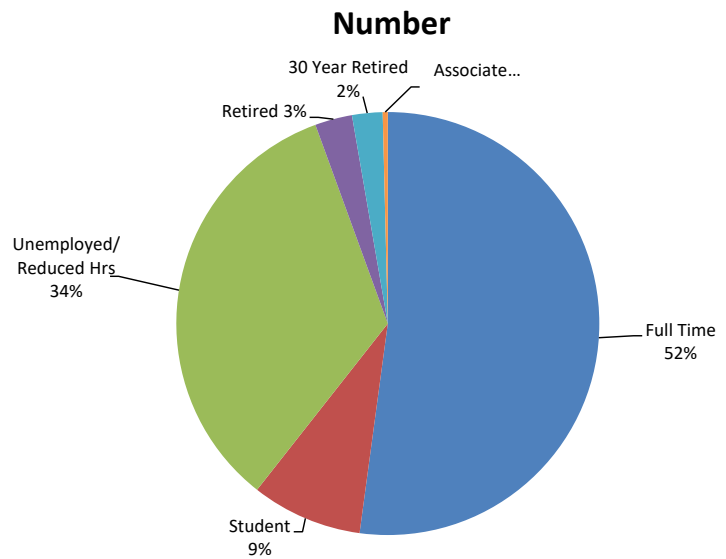
## When?

A snapshot of data taken May 2024.

## Who are we?

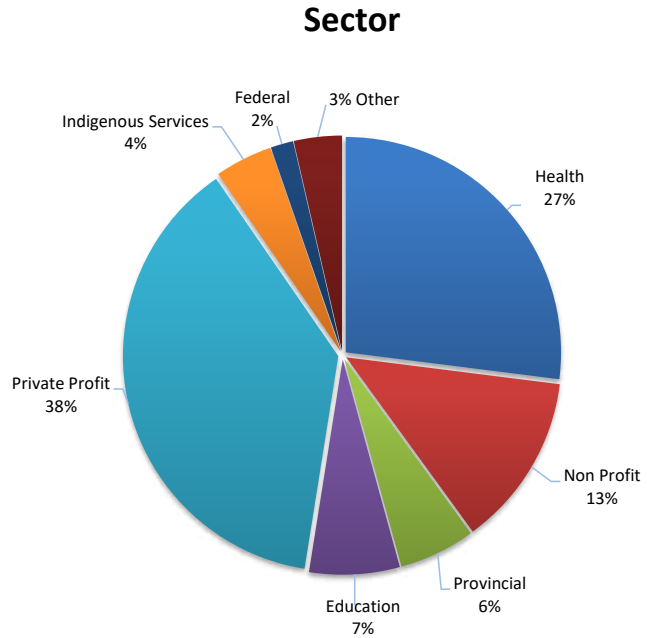
We are 1,546 social workers, social work students, and associates.

Member Category	Number
Full Time	806
Student	131
Unemployed/Reduced Hrs	523
Retired	44
30 Year Retired	36
Associate	6
Total	1546



Location	Number
Vancouver Sea to Sky	409
Vancouver Island	303
Fraser River	191
Richmond/ Delta/ Burnaby	161
Okanagan	211
Northern	94
Thompson/Nicola	85
Kootenay	50
Northwest	19
Out of Province	23
Total	1546

Sector	Count
Health	382
Non profit	184
Provincial	81
Education	96
Private Profit	536
Indigenous Services	61
Federal	24
Other	51
Total	1415
911 or 59% of members have a private practice	



## Why Belong to the BC Association of Social Workers?

### ACCESS RESOURCES

Continuing Professional Development • Affordable Insurance • Mentorship & Networking

### ADVANCE THE PROFESSION OF SOCIAL WORK

Communications • Scholarships • Service Recognition

### ADVOCATE FOR SOCIAL WORK VALUES

Advocacy Initiatives • Coalition Partnerships • Communities of Practice

## PUBLICATIONS, POSTS, & COMMUNICATIONS

### PERSPECTIVES NEWSMAGAZINE

Editor: Heather Lamb

Editorial Committee: Dawn Hemingway, Phyllis Nash, Michael Crawford, Dianne Heath, Lorry-Ann Austin, Kelly Guiaya, Rose Wu

Layout and Design: Heather MacNeil

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

- Winter Edition (2024): *What does your work mean to you?*
- Spring/Summer Edition (2023): *Social Workers and Cognitive Change*
- Autumn Edition (2023): *Inclusion and Culturally Safe Social Work*

**eBULLETINS** sent monthly: list events, provide updates and information.

### EMAIL

- Dialogue with members – questions, concerns, and responses
- Branch Communications, Continuing Professional Development Opportunities

**WEBSITE** <https://www.bcasw.org>

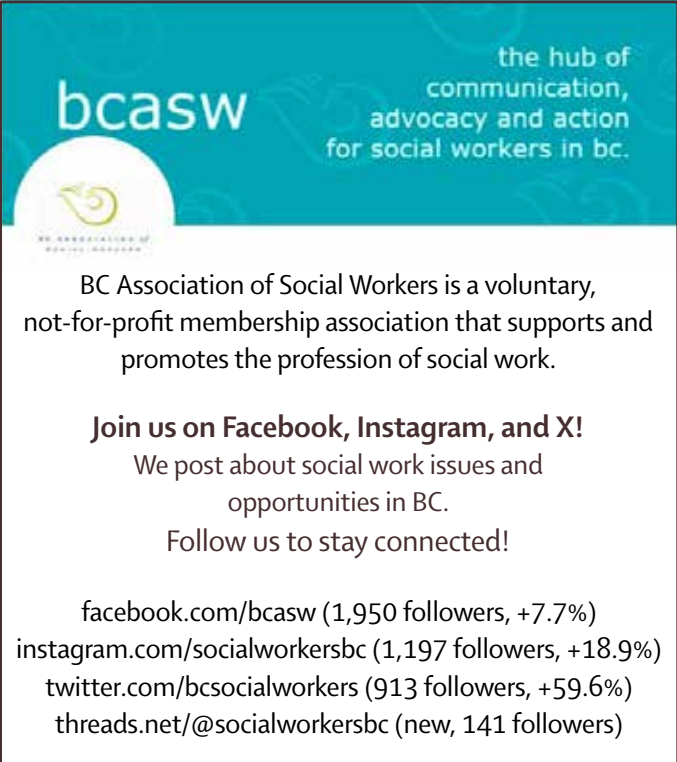
Member information, services, and benefits including:

- Job board
- Continuing professional development
- Practice roster
- Link to professional liability insurance online application
- Mentorship program application information
- Distinguished Service Awards
- Latest news, statements, letters, and media releases
- Member discount information

### PROMOTIONAL MATERIAL

- Posters for sale
- *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), *The Role of the Social Worker in Primary Care, Adding Further Value to Employee Assistance Plans*

**SOCIAL MEDIA** – Managed by Michael Crawford and Rose Wu



The image shows the BCASW logo, which includes the text "bcasw" in a stylized font and "the hub of communication, advocacy and action for social workers in bc." to its right. Below the logo is a circular emblem with a green and yellow design. To the right of the logo, there is a list of social media links and follower counts.

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 X!**  
We post about social work issues and opportunities in BC.  
Follow us to stay connected!

facebook.com/bcasw (1,950 followers, +7.7%)  
instagram.com/socialworkersbc (1,197 followers, +18.9%)  
twitter.com/bcsocialworkers (913 followers, +59.6%)  
threads.net/@socialworkersbc (new, 141 followers)

### SOME OF OUR COALITIONS, CONNECTIONS, & PARTNERS

Action for Reform of Residential Care BC  
BC Coalition of Health Profession Associations  
BC College of Social Workers  
BC General Employees' Union  
BC Poverty Reduction Coalition  
BC Schools of Social Work  
BoardVoice  
Canadian Association of Social Workers  
Canadian Centre for Policy Alternatives  
First Call: BC Child and Youth Advocacy Society  
Health Sciences Association BC  
The International Federation of Social Workers

**MEDIA RELEASES AND LETTERS (BCASW WEBSITE, LATEST NEWS)**

[BC SOCIAL WORKERS SAY GOVERNMENT DECRIMINALIZATION ROLLBACK IS WRONGHEADED](#)

May 13, 2024

[BC SOCIAL WORKERS SUPPORT NEW INDIGENOUS CHILD WELFARE DIRECTOR POSITION](#)

April 8, 2024

[LETTER TO MINISTER KAHLON](#)

March 28, 2024

[BC SOCIAL WORKERS RECOGNIZED FOR DISTINGUISHED SERVICE](#)

March 7, 2024

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

March 1, 2024

[SOCIAL WORK ASSOCIATION SUPPORTS PUBLIC HEALTH OFFICER REPORT CALLING FOR SAFE, ALTERNATIVE SUPPLY](#)

February 5, 2024

[BC SOCIAL WORKERS, FIRST CALL SOCIETY CALL ON FEDERAL GOVERNMENT TO REPEAL CRIMINAL CODE SECTION ALLOWING PHYSICAL PUNISHMENT OF CHILDREN](#)

November 21, 2023

## Repeal Section 43 CCC



# BRANCH HIGHLIGHTS



## VANCOUVER SEA TO SKY BRANCH

Our Branch remained active as I took a month off between consulting contracts early this year to call, visit, and meet with members and non-members in the catchment area.

Branch members reached out as well, sharing concerns about child welfare and child protection issues and asking me to share their concerns with the Minister. One member shared that MCFD may be funding a pilot project for hiring registered social workers “at a higher salary.” I am always careful to consult with organized labour reps in the workplace, and shared my support for the pilot project idea with both BCGEU and HSA reps. I reached out to the Minister and requested a meeting to advocate for members.

I had an opportunity in January to do some advocacy for harm reduction in Vancouver and the Sunshine Coast, in the face of a massive misinformation campaign launched on social media.

I volunteered to help folks with addiction issues who reached out through branch email, sharing their challenges finding a social worker.

I met folks in a local library and shared tips on housing and PWD. Rather than a formal presentation, I opted for an informal format where participants felt free to share stories and experiences. I have concerns with volunteering in the absence of funded, public social work services but am mindful of the need to help others, as a helping professional. I visited a local encampment as the Branch rep to hear people’s stories about difficulties accessing social work services. I reached out to UBC and members to discuss starting a social work clinic similar to one run by social work students in Nova Scotia.

Branch members shared an interest in having a breakfast social for Social Work Week. I was able to meet my objective set out last year of at least two in-person events during Social Work Week as well as one prior. The socials were held in MCFD offices with social workers interested in how to join BCASW and/or the College.

Branch member Cayce Laviolette initiated a series of socials with social workers on the Sunshine Coast – thanks Cayce!

*John Richmond*  
vanseatosky@bcasw.org

## NORTHWEST BRANCH

The Northwest Branch’s main focus since October 2023 was planning for the 2024 Social Work Week event. We co-hosted a BCASW webinar watch party during Social Work Week with a local social service society in Terrace. We celebrated with a luncheon, education, and networking afternoon. The day was capped off with the NW Branch *Calling of Social Workers* ring ceremony to welcome the UNBC BSW graduates into the profession of social work.

The Northwest Branch is currently inactive until a new branch representative is found. If any members of the NW Branch are interested in taking on this role and becoming involved with the Board, please email me.

*Angela Boutillier*  
bcasw@bcasw.org

## NORTHERN BRANCH

The Northern Branch remains active, meeting most months in person, as well as virtually. We have had some wonderful guest speakers and continue to be on the lookout for anyone interested in sharing their knowledge. In November, we hosted our Holiday Event at the Northern John Howard Society to support their efforts towards building a space in which they can facilitate groups (such as the STOP program) in house. We started 2024 with a Student Networking Event in partnership with UNBC’s School of Social Work, which was beautifully organized by our student representative Charla Anderson. Social Work Week was full of opportunities to connect with each other and bring more awareness to the community about what social work entails. We send emails to members with information such as events, job postings, and opportunities to engage in relevant and current research and/or campaigns. We are organizing with community agencies to host the Healing Fire in June, which will provide food to anyone who attends. Branch Executive members include Kayla Walker, Marly Whitmer, Glen Schmidt, Dawn Hemingway, Charla Anderson, Brent Goerz, and Beth Quesnel.

*Kayla Walker*

## VANCOUVER ISLAND BRANCH

After a period of quiet time, VI branch has a small group of core members working on revitalizing the Branch. We plan to hold hybrid social events for the north, central, and the south islands. We plan to invite speakers and hold 3-4 CPD seminars. If we have enough momentum, we may be ambitious and hold a full day seminar. All are invited!

Last, I am delighted to be chosen as the VI Branch Representative to the Board.

Thank you for your guidance!

*Ming Huey Chang*

## OKANAGAN BRANCH

Greetings from Okanagan Branch. Membership continues to grow. Please feel free to send me an email, if you have any suggestions, ideas, or comments. The OK Branch is seeking to fill all Branch executive positions. Please contact me for more information.

*Cheryl Ash*

okbranch@bcasw.org

## KOOTENAY BRANCH

The past few months have been fairly quiet with the Kootenay Branch hosting one virtual meeting and offering to host a get-together in person for Social Work Week that garnered little commitment, and so did not get planned. The banking information was transferred from the Castlegar to the new representative, a culmination of several months work. I hope that having the ability to provide refreshments may increase participation for in-person events.

*Jennifer Hagen*

kootenaybranchbcasw@gmail.com

## FRASER RIVER BRANCH

On March 13, 2024, in celebration of BC Social Work Week, the Fraser River Branch hosted a dinner and lively watch party of the *Artificial Intelligence in Social Work* webinar at the Langley Memorial Hospital. This was the first in person event that the Branch has hosted since the pandemic. It was lovely to share a meal and inspiring conversation with social workers in the area. We look forward to more opportunities to engage with Fraser River Branch members in the future.

*Kelly Guiaya*

## THOMPSON NICOLA BRANCH

The Thompson Nicola branch joined with Thompson Rivers University's School of Social Work and Human Service in hosting a celebratory lunch for BC Social Work Week. Former premier of the Northwest Territories and TRU BSW Alumnus, Caroline Cochrane spoke at the event, sharing the important connections between politics and social work.

Kamloops Run Club founder Jo Berry was presented with the Heart of the Grasslands Award. Jo, also an alumnus of TRU's BSW program, helped raise more than 1.2 million dollars for Kamloops' non-profit societies while motivating Kamloopians to attend to their whole selves to achieve wellness.

In February, the Branch partnered with TRU's School of Social Work and Human Service and TRU's Black Law Students Association to commemorate Black history month by hosting a film screening and lecture with University of Calgary Professor Emeritus, Dr. Dave Este. Three new BSW student reps recently joined the Branch executive and they are now working to plan an exciting mixer to wrap up a semester of hard work. The Branch is planning for future Lunch n' Learn events, including one that will speak to harm reduction services for youth in the Kamloops' community.

We continue to share the Thompson Nicola Connector e-bulletin biweekly and it is full of interesting articles, links to webinars, and career postings. Branch Executive members include Hunter Aiken, Lorry-Ann Austin, Michael Crawford, Meghan Dalglish, Taryn Fenelon, Jennifer Friend, and Tasha Evanishin.

*Lorry-Ann Austin*



# COMMITTEES

## PROFESSIONAL DEVELOPMENT COMMITTEE

Members: Phyllis Nash (chair), Cheryl Ash, Michael Crawford, Fiona Lewis, Rae Morris, Dianne Heath, Rose Wu

<b>Webinars and Events</b>	<b>Date</b>	<b>Presenter(s)</b>
<i>Should I take a student? An overview of the Field Instructor Role in Social Work Education</i>	Oct. 24, 2023	Kelly Allison (UBC), Kelly Guiaya (UFV), Mari Otomo (NVIT)
<i>Medical Assistance in Dying (MAiD) and Social Work Practice with a Focus on Ethical Dilemmas</i>	Nov. 9, 2023	Kristina Zoë, Sandy Rogers, Courtney Matthews
<i>Homelessness: Hospital, Community, and Lived Experience Perspectives</i>	Nov. 23, 2023	Zoe Penner, Kelly Vidas, Terry Brock, Wesley Mitchell Moderators: Fiona Lewis, Dawn Hemingway (Health Advocacy Committee)
<i>A guided tour of the exhibit: "Age of Influence: Youth &amp; Nazi Propaganda"</i>	Nov. 27, 2023	Vancouver Holocaust Education Centre Facilitator: Shirley Cohn
<i>Thinking of Starting a Private Practice? Things you need to know.</i>	Nov. 30, 2023	Darren Usher, Tammy Roche
<i>Care Beyond Care: Supports and Best Practices for Youth Leaving Government Care</i>	Feb. 15, 2024	Vi Ho, Bailey Ingram-Johnson, Dani Sunshine, (Federation of BC Youth in Care Network)
<i>Creating Wellness Without Adding More to Your To-Do List</i>	Feb. 22, 2024	Alexander Cahuas
<i>To End a Crisis: A Vision for Drug Policy in BC</i>	Feb.29, 2024	Nicole Luongo, Shane Calder, (Canadian Drug Policy Coalition)
<i>"What Do You Do?": A Day in the Life of Social Workers Panel</i>	Mar. 4, 2024	Anish Deol, Zakary Zarichney, Connor Hall, Rajan Shinger, Neora Snitz, Moderator: Scott Riesterer
<i>Congrats, Graduate: Entering Social Work for First Timers</i>	Mar. 5, 2024	Levi Bailey, Chrissa Lane, Kiran Shergill, Kora Campbell, Rachel Andor Moderators: Tasha Evanishin, Charla Anderson
<i>Educate, Regulate and Promote: The Organizations that Construct the Profession</i>	Mar. 6, 2024	Ann Joseph, Curtis Magnuson, Dianne Heath Moderator: Kylee Latter
<i>Not a Cookie Cutter in Sight: Unique Jobs in Social Work</i>	Mar. 7, 2024	Jocelyn Foidart, Alex Sangha, Tyler Epp, Jo Berry, Natalie Cruz Moderator: Jennifer Diner



## PROFESSIONAL DEVELOPMENT COMMITTEE

<i>Stepping into a Challenging Ministry</i>	Mar. 11, 2024	Minister Grace Lore, MCFD
<i>Celebrating Women in Social Work Panel</i>	Mar. 11, 2024	Dawn Hemingway, Jenny Morgan, Kimberly Azyan, Patsy George Moderators: Kelly Guiaya, Sukhi Brar-Cherrille
<i>Social Change through Social Work: Anti-Racism in Action</i>	Mar. 12, 2024	Senator Wanda Thomas-Bernard
<i>Practical Advice for Political Influence</i>	Mar. 12, 2024	Former Minister of Social Development, Shane Simpson
<i>Artificial Intelligence in Social Work: Considerations in Practice</i>	Mar. 13, 2024	John Richmond

## MEMBERSHIP COMMITTEE

The Membership Committee continues to meet quarterly to discuss initiatives that further our goals of

- Membership Recruitment
- Membership Retention
- Student Engagement
- Increased Outreach to Difficult to Recruit Areas

We are pleased about the participation of BCASW members and interested social work students and community in the BC Social Work Week events in March. Our hope is that it raised the profile of the BCASW, created a buzz of excitement and pride in the social work profession, and introduced to some and reminded others of the many benefits of being a member of the BCASW.

*Kelly Guiaya*

## AWARDS COMMITTEE

Members: Pamela Miller, Cheryl Ash, Phyllis Nash

Scholarships provided by CASW/BMS and the law firm of Murphy Battista LLP were awarded to five members this year so far. Applications can be found on the BCASW website in the member's resources section. In celebration of the profession of social work, BCASW participates in three award events: the CASW Distinguished Service Award received this year by Karen Lok Yi Wong and Gary Thandi; the Inspiring Social Worker of the Year Award, nominations to open soon; and the Janusz Korczak Association of Canada Award for Distinguished Social Work Practice Protecting the Rights of Children, nominations now open.

## BCASW STUDENT COMMITTEE



This year, the Student Committee focused on engaging students and schools of social work across the province. The primary intention was increasing participation in the committee and setting up systems to reinforce continuity as new students begin studies and others graduate to enter the field. Scott Riesterer as chair of the committee and a 4th year UBC social work student, was joined in committee leadership by fellow UBC student Gabriel Mutch as recorder, Charla Anderson from UNBC as social media officer, and Natasha Evanishin from TRU as treasurer. The committee is excited to welcome new students in the fall and transition to new leadership.

The committee played a role with planning and facilitating 2024's BC Social Work Week webinars. Eight students took on moderating webinars, and many were recruited through the student committee. Many students attended both weeks' webinars, with huge increases in attendance over last year and lots of positive feedback.

Students are the future of the Association and we are working to engage social work students from diverse backgrounds throughout BC. We offer members opportunities to network with other students, discuss issues such as student loan forgiveness and paid practica, develop as professionals, and build professional relationships. We do our best to facilitate social and educational in-person meetings at BC schools of social work.

*Scott Riesterer*

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## BCASW STUDENT AWARDS

BCASW bursaries, prizes, and scholarships of \$250.00 are available annually to a student in each accredited school of social work in BC. Applications are made within each university's award system.

### **University of Northern BC**

Available to a full-time student currently enrolled as a third-year student in the social work (BSW) program who is a resident with continuous dwelling within the UNBC region for four years immediately prior to admission. The prize will be awarded for study in the fourth year of the social work program.

### **Thompson Rivers University**

Awarded annually to a top student in BSW year three or four with financial need.

### **Nicola Valley Institute of Technology**

Awarded to a full-time third year BSW student. The student must be active in school affairs, demonstrate class participation and leadership skills, show strong academic performance, demonstrate financial need, and show outstanding achievement.

### **University of the Fraser Valley**

Available to a UFV student in the social work program who is on the way to completing the Bachelor of Social Work.

### **University of Victoria**

A prize is awarded to an outstanding student (a combination of GPA, community service) who has completed the first year of the program in the School of Social Work. This was established in 1979 and awarded for the first time in 1980.

### **University of British Columbia**

Awarded to an outstanding student in first year social work on the recommendation of the Director of the School.

### **Vancouver Island University**

A scholarship is offered to a student in the BSW program.

# COMMITTEES & COMMUNITIES

## SENIORS COMMUNITY OF PRACTICE

While our understanding is that a Community of Practice is a less formal group than a BCASW Committee, our group has been very busy this year as there is no shortage of issues impacting older adults.

This year we:

- Coordinated the planning and delivery of a second BCASW webinar on Medical Assistance in dying, *MAiD and Social Work Practice: Ethical Considerations in Navigating Social Determinants of Health*
- CoP members planned and delivered a webinar for Action for Reform of Residential Care in BC (ARRCBC), *It's My Home – Working Together to Ensure LTC Really is Home* <https://arrcbc.ca/issues.html>
- Planned and participated in a brief presentation on the important role of social workers in long term care for a meeting hosted by ARRCBC with the Parliamentary Secretary for Seniors, Harwinder Sandhu. Thank you to Karen Wong for representing our CoP so well!

We continue to keep an eye on:

- New reports released on anything to do with services for older adults
- How we can support the Action for Reform on Residential Care in BC's efforts in calling for a provincial Long Term Care Roundtable
- Opportunities to encourage the collection of data about the work of social workers in Assisted Living and Long-Term Care

In the coming year we plan to:

- Start a detailed discussion/analysis of home supports and what else is needed
- Invite the new Seniors Advocate, Dan Levitt to offer a webinar for BCASW members

Thank you to active group members Tracy Leroux, Elizabeth Dow, Karen Wong, Miriam Plonovska, Kimberly Azyan, Dawn Hemingway, and Nancy Baker for all your contributions this year!

*Alison Leaney*

## HEALTH ADVOCACY COMMITTEE

The Health Advocacy Committee has six members who attend regular meetings on Zoom. Several students have been attending, as their schedules allow, and we welcome them. The Committee is open to all BCASW members who have an interest in health advocacy.

The Health Advocacy Committee (HAC) continues to work on the following goals:

### A. Housing

1) HAC hosted a webinar November 23/23: *Homelessness: Hospital, Community, and Lived Experience Perspectives and Recommendations*

The panel, moderated by Dawn Hemingway, included:

Terry Brock, MSW RSW, a social worker with more than 27 years of experience in direct practice and leadership, currently Director of Health at Lookout Society;

Kelly Vidas, Fraser Health Housing Consultant, Toxic Drug Response and Priority Populations;

Zoe Penner, Team Lead, Intensive Housing Outreach Team (IHOT), Vancouver Coastal Health;

Wesley Mitchell, a Wet'suwet'en man from the Tsayu (Beaver Clan); founder of the UHNBC Prince George Traditional Drummers. Wesley is a member IUOE Local 115, on the Executive Board North Central Labour Council, and is a well-known drummer and activist in northern BC with lived experience of homelessness.

*continued on next page*

Health Advocacy Committee...continued from previous page

2) Regarding SAFER, HAC wrote a letter to Minister Ravi Kahlon on March 28/24 advocating for an increase to the gross monthly income cut-offs to align with the Housing Income Limits (HILs) for subsidized housing so that more seniors will qualify and spoke to the need to address the maximum rent ceilings. On April 9 2024, the BC Government announced changes to SAFER. The income limit for eligibility will be increased from \$33,000.00 to \$37,240.00. This increase to the income limit for eligibility will help but it does not match the income cut-offs set for subsidized housing.

#### B. Long-term Care (also a component of housing)

- Continued collaboration with ARRCBC.
- To amplify the public education work of ARRCBC
- Continued collaboration with the Seniors Community of Practice

#### C. Addressing Stigma

In follow-up to the webinar *Homelessness: Hospital, Community, and Lived Experience Perspectives and Recommendations*, the issue of stigma is the next area of focus for HAC. HAC wrote a summary of the article *A Systematic Review of the Effect of Stigma on the Health of People Experiencing Homelessness*. Next steps include preparing an article on the lived experiences of those who faced stigma in health care settings.

#### D. Other Activities

- Participation in UBC Health cross sector dialogue event: *Weaving the Threads: Bridging Silos, Building Impact* on January 25, 2024.
- Continued involvement with the Advocacy Circle (Health Advocacy Committee meeting minutes are provided to the Advocacy Circle to keep all committees up-to-date)

Nancy Baker

## ANTI-RACISM AND CULTURAL ADVOCACY COMMITTEE (ARCA)

ARCA continues to meet monthly by Zoom to discuss issues related to anti-racism, religious acceptance, cultural diversity and inclusion, equity, social justice and human rights.

#### Highlights of the past year:

- In November 2023, a tour of a new exhibit at the Jewish Community Centre in Vancouver, *Youth and Nazi propaganda – Age of Influence*, organized by Shirley Cohn
- The Committee invites guest speakers to monthly meetings in order to learn about the agencies and look at collaborating in future projects
- November Guest Speaker: Alex Sangha, Sher Vancouver.
- March Guest Speaker: Sherman Chan, Director of Family and Settlement Services, Mosaic
- April Guest Speaker: Paul Orllowski, Associate Professor, College of Education, University of Saskatchewan; presented on racism.

A founding member of this BCASW Committee, Marion Secunda Poliakoff, left a legacy gift.

Her obituary reads in part:

*Marion attained a second Master's degree at the UBC School of Social Work at age 51. Her field placement introduced her to the diverse community of Vancouver. The Multicultural Concerns Committee (MCC) established by Marion and her colleagues at the B.C. Association of Social Workers (BCASW) continues today as the Anti-Racism Cultural Advocacy (ARCA) standing committee of the Association.*

We are working on setting up a bursary for education from this fund. The bursary is to be awarded to a BCASW member in good standing for anti-racism related professional development in accordance with eligibility criteria set by ARCA in consultation with BCASW's Award Committee.

Our goals for the next year are to continue our work to monitor and respond to anti-racism issues in BC and Canada. ARCA Committee welcomes any social workers who are interested to join our committee.

Sri Pendakur, MSW & Marisa Tuzi, MSW

## ADVOCACY CIRCLE

This year, the Advocacy Circle focused on advocacy skill development. We launched a campaign to support our members in writing up their stories of advocacy that demonstrate a variety of skills. To encourage participation, we began by interviewing Advocacy Circle members and later extending that invitation to the wider BCASW membership. We are aware that some advocacy activities are sensitive in nature so we have included an option to remain anonymous where suitable so these stories can be told and so the skills can be shared.

If you want to write up your advocacy story and skills, or if you want to be interviewed, or if you want to do some interviews, or if you want to become an Advocacy Circle member, please feel free to contact Barb Keith at [socw2011@gmail.com](mailto:socw2011@gmail.com).

We look forward to sharing these stories and skills with you, both on the BCASW website and in Perspectives. It looks like this upcoming year will be very exciting and informative.

*Barb Keith & Carol Ross*

## RETIRED GROUP

The Retired Social Workers group continues to meet via Zoom on the last Thursday morning of each month. It is shaped by those who attend and influenced by what is happening in the world, in our homes, and lives. We may read the same book or discuss the latest political events especially that influence children and families. Some months we hear that another long-time member has died. Other times we hear about new grandchildren, new books that have been published; new adventures and travels. There is always curiosity about political and community differences and rising issues in different parts of the province and country. We find reasons to laugh and opportunities to analyse.

Most important to us is to keep the door open for all and to delight in the wealth of knowledge and experience and diversity that is present every single time we meet.

*Carol Ross*

## NEW COMMUNITIES OF PRACTICE

Our communities of practice meet online via Zoom and provide space for members to share knowledge and educate; network; discuss services, policy and research; and to engage in advocacy. Contact the BCASW office to connect with colleagues who share your interest.

BCASW supports the following new communities of practice:

- Child & Youth Community of Practice
- Indigenous Committee
- MHSU Community of Practice
- Sexual and Gender Diverse Community of Practice



# Strategic Plan 2021-2024

Reorganize | Communicate | Grow  
October 1, 2020



BC ASSOCIATION OF  
SOCIAL WORKERS

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

# Social Work

## One profession, many roles

Social workers practise in different areas of care, with different groups of people, different organizations, and in different political environments.



*It's not about being different for the sake of being different.  
It's about being different in a way that makes a difference.*

- Toni Newman



BC Association of Social Workers  
[www.bcasw.org](http://www.bcasw.org)

Social workers are united by values and dedicated to a just and inclusive society.