

BC Association of Social Workers



ANNUAL REPORT

2019/2020

BCASW BOARD MEMBERS 2019-2020

EXECUTIVE

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

MEMBERS AT LARGE

Fiona Lewis
Kimberly Azyan
Rae Morris
Pamela Miller

REPRESENTATIVES TO THE BOARD

Vancouver Sea to Sky Branch	Elizabeth Vondette/ Catherine Patterson
Richmond/Delta/Burnaby Branch	Ayesha Sackey/Carol Ross
Fraser River Branch	Debbie Irwin/Jas Hundal
Vancouver Island Branch	Wendy Weeks
Kootenay Branch	Kimberly Stanyer/tba
Northern Branch	Karla Bloomfield
Northwest Branch	Tessa Murray
Thompson Nicola Branch	JacquelineJudd/ 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

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bcasw@bcasw.org www.bcasw.org

PRESIDENT'S REPORT

submitted by Michael Crawford

Association members, directors, staff members, and our committee members have worked diligently again this year to strengthen professional social work, deliver quality services, and advocate for social justice. We are grateful to our members who have been active through their participation in local branches.

The cancelled conference in March 2020, due to the COVID-19 emergency, marked our transition from face-to-face activities to online. Thankfully, we had been using online meeting software prior to this so the technology learning curve was not quite as steep.

Our response to COVID-19, led primarily by Executive Director Dianne Heath, included timely information for social workers posted to our website, personal consultations regarding client and social worker safety, and online live and recorded webinars dealing with issues such as video counselling, self-care, and racism.

We have ramped up our online continuing professional development offering largely due to the pandemic. We are grateful to Past-president Phyllis Nash who chairs the committee and produced a wide range of online webinars including primary care, advocacy, and advance care planning.

Vice-president Carol Ross and former president Barb Keith are reorganizing the Association's advocacy efforts, streamlining and coordinating our efforts. We appreciate their thoughtfulness, energy, and inclusive way of working that has brought many volunteers to our Advocacy Circle.

Our coalition work with the BC College of Social Workers (BCCSW), the BC Government and Service Employees' Union, and BC's accredited schools of social work continues with a focus on advocating for the Ministry of Children and Family Development (MCFD) to make changes to the Social Workers Act. We are advocating for full protection of the title *social worker*, mandatory registration with the BCCSW, and a legislated scope of social work practice. Recently, we were told that MCFD is undertaking a consultation on social work regulation within MCFD. Our coalition has asked that the consultation be broadened to include all social workers regardless of employer.

The Board submitted two briefs to the Ministry of Health in response to a BC government initiative to revise the Health Professions Act. In keeping with our well-established and well-supported goal, we petitioned for the practice of social work to



be fully regulated under the Health Professions Act. The steering committee involved in revising the Act, recommended that social work be considered for inclusion in the multi-discipline Regulatory College of Allied Health and Care Professionals.

Dianne, Glen Schmidt, and I met with the Canadian Association of Social Workers online last summer to discuss issues of mutual concern. Although slowed by the pandemic, work continues on revisions to the Code of Ethics.

We continue to promote social work in the Ministry of Health, ably led by Board Director Cayce Laviolette who delivered an excellent webinar on social work in primary care. Our document describing the social work role in urgent and primary care centres is now widely circulated giving hiring managers a better understanding of social work's contribution to team-based health care.

A year-long review of our strategic planning document has produced a new plan focussing on increased membership, improved continuing education, more effective communication, and reorganizing our organizational structure.

We thank our members for their engagement, contributions, and encouragement over the last year and we look forward to continuing our work with you.

SOME OF OUR COALITIONS AND CONNECTIONS

- BC College of Social Work
- BC Government and Service Employees' Union
- BC Poverty Reduction Coalition
- BC Schools of Social Work
- Canadian Association of Social Workers
- Canadian Centre for Policy Alternatives
- First Call: BC Child and Youth Coalition
- Health Sciences Association
- PainBC
- The International Federation of Social Workers
- BC Poverty Reduction Coalition
- Canadian Centre for Policy Alternatives

EXECUTIVE DIRECTOR'S REPORT

submitted by Dianne Heath

United by Diversity. Strengthened by Inclusion.

2020 brought global challenges and practice changes. Those of us who can work from home have switched to virtual meetings. Others evaluate their safety as they use face masks and distancing to meet with clients and patients. The BCASW conference was cancelled, and communications took on the lens of pandemic response. Zoom meetings were held with the BC College, CASW, Branches, Committees, and Healthcare Team Leads in order to coordinate plans and offer support and information. Darren Usher, BCASW Member Services Coordinator is currently in the office part-time while I work full-time from home. Monica Oloresisimo Cervantes joins us, also working from home, for her student practicum with the University of Manitoba.

Social justice continues to be highlighted by the impact of COVID-19. Wherever we have not been inclusive, or equitable; the pandemic directs attention to issues requiring immediate response. The list is long; poverty, racism, eldercare, healthcare resources, accessibility to technology, family violence. Our statements and media releases carry the voice of BC social workers forward. Nationally and provincially, we work with coalitions and other associations to advance social policy initiatives.

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

Membership is growing (over 1100). The private practice roster *findasocialworker* grew to 42 listings and the Mentorship Program to 19 completed matches. Social workers and members of the public frequently contact the office for information. This year, the most frequent consultation was on the topic of switching to online practice. Just over 545 BCASW members, approximately half of our membership, report having a 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.

Since our 2019 Fall *Perspectives* report, the Awards Committee awarded five Murphy Battista L.L.P scholarships for continuing professional development, one CASW scholarship, and a joint MB/CASW scholarship. In 2020 so far, we awarded three MB scholarships.



Student awards were sent to BC universities. Branches provided local awards. Congratulations to our 2020 BC CASW Distinguished Service Award recipient, Mary Leslie, who has worked extensively in BC for causes related to social justice, peace, and the environment. She frequently shares her expertise with BCASW members in *Perspectives* articles and presentations.

CHALLENGES AND OPPORTUNITIES

Capacity issues continue. BCASW has one full-time and part-time staff positions. Much of the work of BCASW is done by volunteers. Board members address our concerns with government and connect with BC universities. They represent nine branches and support the work of committees. They assist with operational tasks such as posting on the website and social media. BCASW member, Heather Lamb volunteers as editor of *Perspectives* newsmagazine and works with the editorial committee. Social media and Zoom offer more communication platforms and rely on volunteer time. Thanks go to Michael Crawford for managing our Facebook page, Twitter, and hosting webinars.

The need to augment staff resources to increase services and support our volunteers is apparent. There is an opportunity to increase communications and educational programs to the point where the revenue will support a paid position or contract.

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

As the Association is primarily dues funded and advertising revenue is down, probably as a consequence of the pandemic, it will be essential to continue to increase membership.

FUTURE DIRECTIONS

Upon cancelling our conference, we moved to providing provincial webinars. Thank you to all presenters and viewers. Response has been encouraging. Expanding resources to continue CPD opportunities is under discussion.

Our membership committee renewed its terms of reference and is at work on strategies to increase membership.

Our strategic planning committee drafted our 2021-2024 plan to be presented to the Board, then shared with members. We continue advocacy for mandatory regulation of BC social workers. Thank you to all who provided input.

TREASURER'S REPORT

submitted by Cayce Laviolette

On behalf of the Finance Committee of the BCASW, I am pleased to provide the following report to the 2020 AGM.

2019 was a successful year for our Association, and the first year during which our revenue exceeded expenses in some time. We ended the year with over \$40,000.00 in excess revenue, in large part because of membership growth. We were able to increase advertising income and reduce staff and board member expenses. Much of the profit was diverted to our operational fund while the remainder was used to purchase much-needed technological upgrades including a new database and website.

The Association began 2020 in a strong place financially. We passed a modest budget that included a necessary salary increase for staff. For the second year in a row, the Board agreed to reduce in-person meetings as a cost-saving measure. We expected some income from the BCASW Conference.

The pandemic began and we moved in a new direction; one faced by many non-profits across the country. The conference

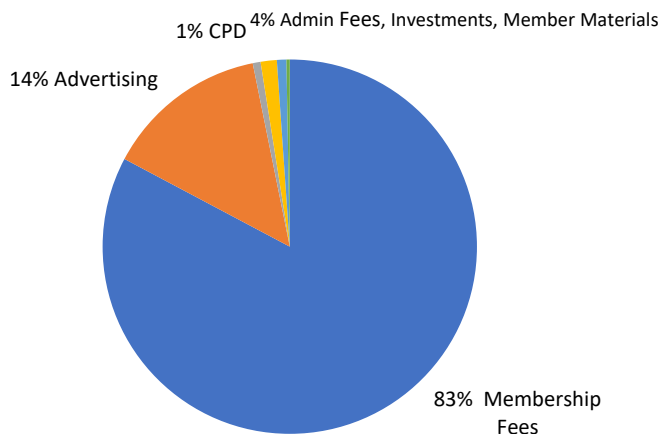


was cancelled and while we were refunded for most expenses, we lost just under \$10,000.00. Setting staff up to work from home was an added toll, and we had a reduction in advertising earnings.

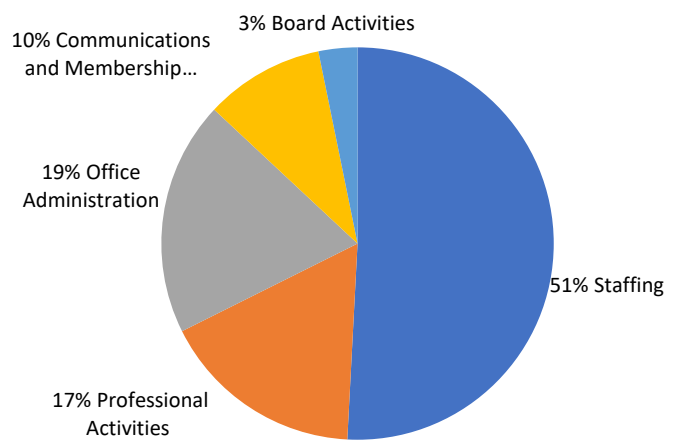
Thanks to our dedicated staff team, we nevertheless continue to grow our membership numbers. We've been fortunate to receive the federal Canada Emergency Wage Subsidy (CEWS). Additionally, the BCASW was provided a \$40,000 federal loan from the Canada Emergency Business Account (CEBA), \$10,000 of which is a non-repayable grant. We are confident that we will end 2020 in a solid position.

This is my final year as your Treasurer. I have been privileged to serve in this capacity since 2012, with a two-year gap from 2014-2016. I am excited to support the nomination for Fiona Lewis to take on the Treasurer mantle at this year's AGM. I am confident that she will excel in moving the Association forward in this time of growth. I am grateful to the Board for this opportunity.

Income Distribution



Expenses Distribution



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, 2019 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, 2019, 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



May 1, 2020

Chartered Professional Accountants

BRITISH COLUMBIA ASSOCIATION OF SOCIAL WORKERS

Statement of Financial Position

December 31, 2019

(Unaudited)

	2019	2018
ASSETS		
CURRENT		
Cash	\$ 86,963	\$ 65,958
Investments	86,556	84,432
Accounts receivable (Note 3)	2,342	5,221
Prepaid expenses	16,437	897
	<u>192,298</u>	156,508
TANGIBLE CAPITAL ASSETS (Note 4)	2,131	93
	<u>\$ 194,429</u>	\$ 156,601
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued charges	\$ 798	\$ 330
Government remittances payable	2,417	2,284
Deferred revenue (Note 5)	116,670	120,709
	<u>119,885</u>	123,323
NET ASSETS		
Operating fund	<u>74,544</u>	33,278
	<u>\$ 194,429</u>	\$ 156,601

BRITISH COLUMBIA ASSOCIATION OF SOCIAL WORKERS

**Statement of Changes in Net
Assets Year Ended December 31,
2019 (Unaudited)**

	Operating Fund	2019	2018
NET ASSETS - BEGINNING OF YEAR	\$ 33,278	\$ 33,278	\$ 56,277
Excess (deficiency) of income over expenses	41,266	41,266	(22,999)
NET ASSETS - END OF YEAR	\$ 74,544	\$ 74,544	\$ 33,278

**Statement of Operations
Year Ended December 31, 2019
(Unaudited)**

	2019	2018
INCOME		
Membership fees	\$ 223,933	\$ 192,837
Administration fees	775	1,741
Advertising	38,050	32,386
Conferences and workshops	1,835	5,787
Interest and investment income	2,211	1,513
Membership materials	2,998	4,741
Perspectives and publication sales	772	424
	<u>270,574</u>	239,429
EXPENSES (per Schedule 1)		
Office administration	44,323	50,017
Information services	22,563	22,239
Professional activities	38,518	44,872
Board activities	7,343	9,345
Staffing	116,561	135,955
	<u>229,308</u>	262,428
EXCESS (DEFICIENCY) OF INCOME OVER EXPENSES	\$ 41,266	\$ (22,999)

**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.

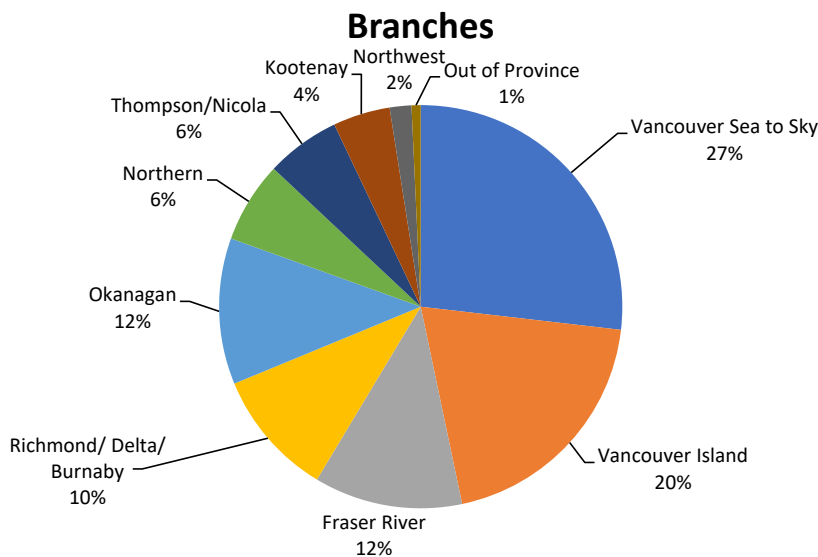
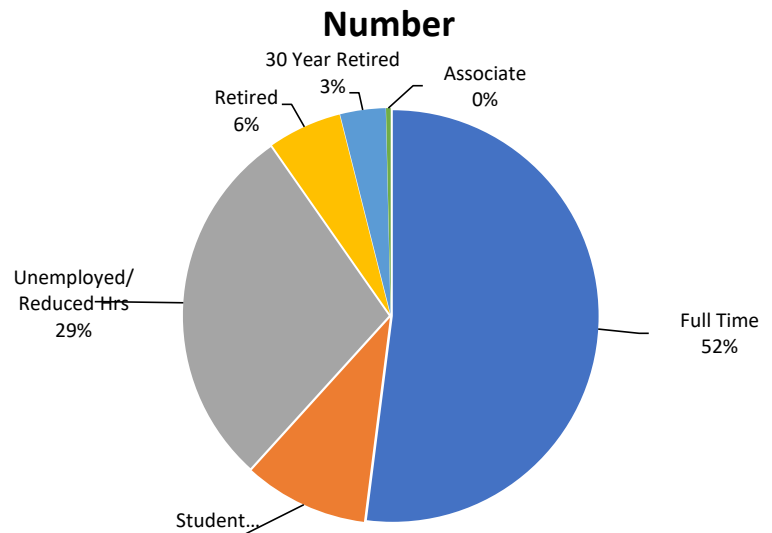
When?

A snapshot of data taken September 15, 2020

Who are we?

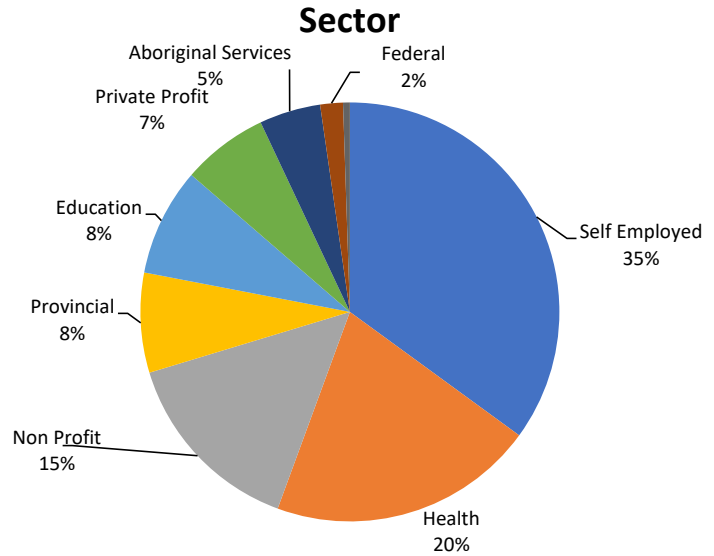
We are 1092 social workers, social work students and associates

Member Category	Number
Full Time	568
Student	106
Unemployed/Reduced Hrs	312
Retired	63
30 Year Retired	39
Associate	4
Total	1092



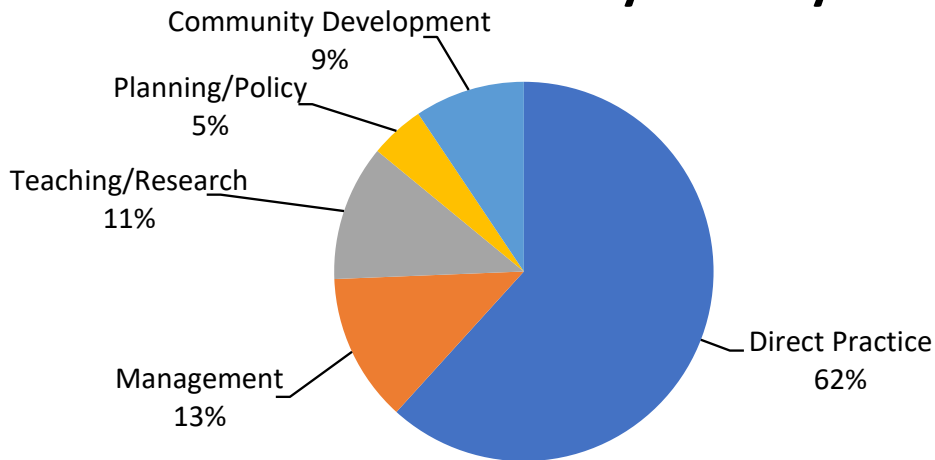
Branch	Number
Vancouver Sea to Sky	293
Vancouver Island	217
Fraser River	130
Richmond/ Delta/ Burnaby	111
Okanagan	128
Northern	71
Thompson/Nicola	65
Kootenay	50
Northwest	19
Out of Province	8

Sector	Count
Self Employed	400
Health	235
Non Profit	168
Provincial	88
Education	95
Private Profit	76
Aboriginal Services	54
Federal	20
Municipal	6



545 members have a Private Practice

Primary Activity



Primary Activity	Count
Direct Practice	703
Management	144
Teaching/Research	132
Planning/Policy	53
Community Development	107

PUBLICATIONS, POSTS, & COMMUNICATIONS

PERSPECTIVES NEWSMAGAZINE

Editor: Dianne Heath/Heather Lamb

Editorial Committee: Cayce Laviolette, Dawn Hemingway, Carol Ross, Phyllis Nash, Michael Crawford

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: The Voice of Social Work
- Spring/Summer Edition: The Impact of COVID-19 on Social Work
- Autumn Edition: in process

EMAIL

- Dialogue with members – questions, concerns, and responses, increased communications with COVID-19 resources and practice guideline updates
- CASW and Branch communications
- Opportunity Ads – job advertisements, continuing professional development, events
- Ebulletins list events, provide updates and information.

WEBSITE www.bcasw.org

Member information, services, and benefits including:

- Branch events, committee updates, news
- Job advertisements
- Continuing professional development
- bc.findasocialworker.ca practice roster
- Link to professional liability insurance online application

PROMOTIONAL MATERIAL

- Two posters with annual theme
- Brochures on *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
- Promotional flyer for inclusion in BCCSW mailouts to new registrants – *Why Belong to BCASW?*
- Member benefit postcards

REPORTS AND STATEMENTS

- *Annual Report 2019/2020*
- *Statement on Racism and Violence*
- Information Sheet on *The Role of the Social Worker in Primary Care*

COMMUNICATIONS WITH GOVERNMENT, BCCSW, WorksafeBC, AND PUBLIC

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

- Mandatory Regulation – Ministry of Children and Family Development
- Submissions on Regulating Health Professions – Ministry of Health
- Clarification of scope of practice for RCSWs
- Consultation on safe return to in-person counselling
- Media Releases:
 - Social Work Association Supports Call for More Youth Services
 - Social Work Association Supports Proposed Regulatory Changes
 - Raising Young Peoples' Voices on the Issue of Youth Homelessness
 - Child Welfare Class Action Settlement Highlights Larger Problems with Ministry
- Letters:
 - Letter in Support of Universal Basic Income Guarantee
 - Letter to TELUS and Minister of Social Development and Poverty re COVID-19 and Internet for Good

SOCIAL MEDIA – Managed by Michael Crawford



CASW REPORT

submitted by Glen Schmidt, RCSW



The Canadian Association of Social Workers (CASW) National Board is a national federation comprised of 10 members. Ontario and Quebec are not part of the federation. There is a single member representing the three Northern Territories and there is also a position for the President. Fred Phelps, the Executive Director of CASW, is a major participant at National Board meetings and other national office staff participate as required.

During the 2019-2020 period, there was only one face to face meeting held in October 2019. All other meetings were held using Zoom. The plan was to hold a face to face meeting in Calgary in June to coincide with the International Federation of Social Workers Conference and the CASW Annual General Meeting. However, the Covid 19 pandemic resulted in cancellation of the conference as well as the face to face AGM and federation meeting that includes Provincial Association Presidents and Executive Directors.

The CASW developed a number of position papers through the year including, but not limited to: Reconciliation with Indigenous people, Mental Health Parity, position on climate change, and mandatory minimum sentences. These papers were presented to politicians and posted on the CASW website.

The CASW is also engaged in developing a new strategic plan. The Executive Director is taking the lead in consultation with the Board. In addition to strategic planning, the CASW is developing a revised Code of Ethics and Scope of Practice.

A consultant was engaged for this work and it is proceeding according to the initial timeframe.

The finances of the CASW are healthy as the organization realized a small surplus last year. The organization continues to provide web-based training opportunities and the Executive Director and staff regularly meet with politicians of all major

parties, as well as civil servants, to lobby for issues pertaining to social workers, health and social policy, and social justice. For example, the Executive Director met with federal health officials regarding access to protective cover for social workers providing service to people with COVID-19 or at risk of COVID-19.

It was planned to hold a reconciliation ceremony at the June Board and Federation meeting in Calgary. However, this was postponed given the current restrictions on travel and gatherings during the pandemic.

Fred Phelps (ED) has been in regular contact with the ED of the Ontario Association of Social Workers. The meetings have been productive and he is optimistic that Ontario will rejoin the federation within the next few years.

The year ahead includes the development of the strategic plan as well as finalization of the revised Code of Ethics and Scope of Practice. The Annual General Meeting was held at the end of June using Zoom. All other Board meetings will also be conducted using Zoom until such time as it is safe to have face to face meetings.

MEMBERSHIP COMMITTEE

The Membership Committee is a standing committee of the BCASW Board. However, it was not very active during the past number of years. At the direction of the Board, the Committee has become more active. The people sitting on the Committee are Lorry-Ann Austin, Wendy Weeks, Michael Crawford (ex officio), and Glen Schmidt (Chair). Dianne Heath provides administrative support and attends meetings. The committee has been meeting once a month since it was reactivated. Terms of Reference were developed and submitted to the Board for approval. The committee is trying to develop strategies to recruit more members and retain the members we have. Membership numbers are very important as they represent the primary revenue stream of the Association.

Glen Schmidt

NATIONAL SOCIAL WORK MONTH • MARCH 2020

United by Diversity Strengthened by Inclusion



*Social workers help people, families, and communities improve their lives.
Canada celebrates their dedication and contributions
to social justice each year in March.*

Learn more and get involved!

casw-acts.ca/en/March2020

#NationalSocialWorkMonth



BC ASSOCIATION of
SOCIAL WORKERS



BRANCH HIGHLIGHTS 2020

VANCOUVER SEA TO SKY

Patricia Hollingsworth, Marie Nightbird, and I have devised a twice monthly *Peer to Peer Live Chat Programme in the time of COVID-19*. Our Zoom meetings will offer opportunities to share experiences and hear other's ideas about coping.

We are planning a monthly *Antiracism and White Privilege* reading group. We devised a reading list based on authors who have brought attention to these issues. We hope to consult with the MARC Committee and plan monthly Book Club meetings.

A presentation from the BC College of Social Workers is planned for October. I understand a session on ethics is a mainstay of VSS Branch held just before our CPD activities are due.

Other programmes include a Clinical Supervision Group for 2021.

I want to thank Patricia Hollingsworth for her input and hard work, Marie Nightbird for her regular consultations, and Michael Crawford for his support.

Catherine Patterson

VANCOUVER ISLAND

- Our AGM was held October 24, 2019. Guest speaker, Mary Leslie, presented *The Joys and Challenges in Private Practice in Social Work*. Carla Leuschen was elected Chair of the Vancouver Island Branch and Wendy Weeks Representative for the BCASW Board. Dawn Sather will continue as Secretary and Nancy Baker as Treasurer.
- On October 25th, members watched the live streaming of the Branch AGM. Two group locations were offered; the Schools of Social Work, University of Victoria and Vancouver Island University, Nanaimo.
- On November 21, a planning meeting was held at Romeos.
- In December, a potluck celebration was held. Attendees shared past experiences and challenges during this time of year.
- In January, Wendy W. and Carla L. met with social work students at the University of Victoria. Students were provided with information about BCASW and benefits of membership. To date, we have not recruited a student rep.
- In February, 12 members attended a community event with speakers: Jennifer Charlesworth, Representative for Children and Youth; Paul and Raven Laverte, founders of the Moose Hide Campaign.
- In March, COVID-19 resulted in the cancellation of planned events. We are grateful for the many ways that the BCASW used technology to provide opportunities for continued connection and professional development. BCASW provided numerous on-line CPD opportunities and extended ZOOM availability for branches.
- On June 24th, the Branch held its first Branch Zoom meeting. Members joined from various areas of the Island. The focus of the meeting was to provide feedback from the survey sent in June. It was clear that members outside Victoria wish to be connected and to have the opportunity to attend Zoom branch meetings. There was agreement that a newsletter for the Island would be beneficial and aspects required to initiate this project will be discussed.
- The next Zoom meeting will be September 23, 2020.
- The Branch AGM will be October 21, 2020.

Wendy Weeks

FRASER RIVER

The Fraser River Branch has a Zoom webinar scheduled for September 30, 2020. Our topic is *Ethical Dilemmas: Social Workers Providing Services to Seniors During COVID*. Due to COVID-19 many vulnerable populations have been negatively affected. As procedures and protocols are constantly changing, we want to look at how our practice is impacted and what steps we can take to minimize harm.

We are planning to host a Mindfulness event in November and are looking forward to offering more webinars for our members.

Jas Hundal

NORTHWEST

This year we:

- Continued monthly supervision sessions with members from Terrace, Kitimat, and Prince Rupert. Until March, they were hosted at the Terrace UNBC campus then continued via ZOOM.
- Though postponed, our annual Social Work Week celebration was set for March, offering four workshops, a lunch sponsored by BCGEU, and a graduation celebration for twelve BSW students from UNBC.
- Engaged in discussions with members regarding changes and challenges in practice during the pandemic and how to best serve remote populations.
- Transitioned our student rep, Adelle Jonker, to co-chair on our executive after her Spring graduation.

Future Plans:

- Results from a recent survey indicate interest in increased clinical supervision sessions, introduction of specific topics for these meetings, and requests for locally-hosted webinars. We will spend time this Fall discussing how to implement these ideas using platforms like ZOOM. We hope to provide some in-person opportunities following provincial health guidelines in the coming months.
- We hope to increase membership in the Northwest as we maintain momentum with our Branch activities.

The past six months tested our ability to become creative and innovative in the way we provide support and services to members and the communities we serve. Although practice may not look like it used to, we enjoyed the new opportunity to connect with remote social workers and participate in webinars hosted by the BCASW. We look forward to another year of challenge and growth.

Tessa Murray

RICHMOND/DELTA/BURNABY

- **Organized a presentation:** *Ethical Responsibilities, Tensions and Dilemmas in the Office of the Representative for Children and Youth of BC: Reflections, Insights and Practices* by Representative for Children and Youth, Dr. Jennifer Charlesworth at our 2019 AGM.
- Barb Keith introduced the Diversity Quilt Square Wall Art project. Members were encouraged to make a square addressing diversity and inclusion over the coming year.
- Burnaby members Barb Keith and Eugene Ip met with their MLA, the Honourable Anne Kang to present information on issues surrounding protection of title; importance of mandatory registration for all social workers; scope of practice; and other strategies to increase enrollment in schools of social work and recognize the value of the profession.
- Survived the challenges brought by the pandemic: cancellations of the conference, Social Work Week events, planned workshop, and in person meetings.
- Continued work to promote advocacy education, skill sharing, and action.

For the coming year we will continue to meet on line and explore options for restructuring within the Association in ways that could increase membership and active participation in the work of the Association.

Carol Ross

KOOTENAY

Our Branch continues to search for a representative to the BCASW Board. Please contact bcasw@bcasw.org if you are interested in taking on this position. Ian Mitchell has agreed to take on the role of providing communications for the Kootenay Branch.

Phyllis Nash

OKANAGAN

Membership has increased to 122 members! Branch activity has slowed in the context of COVID-19. Due to the pandemic, our branch breakfast meetings are still on hold.

The BCASW has been hosting CPD events via Zoom. This is a great way to get CPD hours, and also an innovative way to connect with other social workers.

Please feel free to get in touch if you have any suggestions, ideas or comments.

Cheryl Ash

THOMPSON NICOLA

We had a busy summer where our core group continued to meet and brainstorm activities for fall. The pandemic continues to present challenges for planning in person events so we have embraced the virtual world while we long for in-person socials.

For our fall workshop this year, we are hosting a three day virtual training in the AMBIANCE-Brief clinical tool. The AMBIANCE acronym refers to Atypical Maternal Behaviour Instrument for Assessment and Classification and the workshop will lead to certification in the use of this observational tool in assessing attachment in caregiver - child interactions. We are also hosting an ethics workshop that explores social work ethics guiding practice in the context of suicide. Finally, we are looking forward to reviving our networking socials and hope to host the first virtual one in November.

We are excited to welcome two 3rd year Bachelor of Social Work students from Thompson Rivers University onto our Branch Executive. Rachel Knuttila and Megan Dalgleish are both passionate about advocacy and social work and we look forward to them increasing our connection with the BSW students at TRU. Our Branch was present at both the 3rd and 4th year BSW student orientations.

We continue to support social workers locally by sending resources in our Monday Mailout email. Branch Executive members include Lorry-Ann Austin, Michael Crawford, Meghan Dalgleish, Jennifer Friend, Rachel Knuttila, and Sue Peterson.

Lorry-Ann Austin

NORTHERN

Promotion of the profession and practice of social work

- Social Work Week - luncheon and pub night: public awareness and City of Prince George proclamation. In-person events cancelled owing to COVID.
- NHA, UNBC, and Rotary Club Adventures in Health Care: secondary student work experience/educational event. Successful advocacy campaign to bring social work profession onto roster of health care professions highlighted at the event.

Service to members

- Monthly Branch Meetings: speakers, ethics discussions, and business meeting with members.
- Provincial AGM event (in Prince George): luncheon, ethics guest speakers, then livestream of provincial speaker panel and AGM.
- Social Work Week – luncheon and pub night: public awareness and City of Prince George proclamation. In-person events cancelled owing to COVID.
- Northern Branch Newsletter: bi-annual newsletter highlighting branch activities, articles of interest re: social work practice and social justice, provincial and federal (BCASW/CASW) activities.

Advocacy, social justice

- Marched in, attended, and/or support organization of social justice events: Pride Parade, Red Dress Campaign, and Take Back the Night.
- Annual Holiday Event: participants learn about a local non-profit organization while eating lunch with colleagues and non-profit consumers. The branch donated \$150.00 and \$130.00 raised through individual attendee donations. Olive's Branch program hosted event in 2019.
- Provincial Association Advocacy: branch supported advocacy for protection of title, scope, and mandatory registration w/ MCFD and supported conversation with Ministry of Health regarding social work governance via the Health Professions Act.

Strengthen the Association

- UNBC Student/BCASW Pizza Night/Orientation: introduce students to association and benefits of membership.
- Membership Engagement in North Eastern Region: identified/met w/ Northern Branch member who is in building BCASW activity in northeast region (Ft St John, Taylor, Chetwynd) via monthly meeting/networking event. Plans include forming a community of practice, providing student education on BCASW membership benefits, and attending social justice (Pride Parade participation) events.
- UNBC – BCASW Bursary and Other Social Work Awards: review terms of bursary w/ UNBC Development Office. Discussion regarding development activity to increase funds for social work scholarships/bursaries at UNBC.
- Communication: consistent emails and Facebook posts with membership regarding social justice and advocacy activities, job postings, and branch, BCASW, and CASW activities.

Karla Bloomfield

STUDENT REPRESENTATIVE'S REPORT

submitted by Raymond Cauchi

This year we:

- Created a standardized email account to facilitate communication and for legacy purposes and a Mail Chimp account for mailouts.
- Reached out to the schools of social work to build and strengthen the connection between schools, students, and student rep position.
- Proposed monthly zoom meetings to be hosted by the student rep through the school year to build and maintain engagement with students throughout the province.

Future plans include:

- Planning and hosting monthly zoom meetings
- Recovering the Facebook access credentials for the BCASW student representative Facebook page or developing a new one.

BCASW Webinars 2020	
Topic	Presenter
<i>Using video in counselling and communication</i>	Lawrence Murphy
<i>The Art of Video Counselling: Social Work and COVID-19</i>	Mary Leslie
<i>Self-care for social workers during COVID</i>	Lynda Monk
<i>BCASW Town Hall</i>	Carol Ross & Dawn Hemingway
<i>Talking about advance care planning</i>	Cari Hoffman, et al.
<i>Talking about advance care planning</i>	Cari Hoffman, et al.
<i>Race Relations/Allyship: Responding to Racist Behaviours in the Workplace</i>	Frank Cohn, Ayesha Sackey, & Jhevoi Melville
<i>Social Work Practice in Primary Care Networks</i>	Cayce Laviolette
<i>Advocacy and Social Work: An Essential Partnership (Part 1)</i>	Barb Keith, Carol Ross, Dawn Hemingway

COMMITTEES AND COMMUNITIES OF PRACTICE 2020

MULTICULTURALISM AND ANTI-RACISM COMMITTEE (MARC)

MARC continues to provide BCASW members with guidance on how to actively advocate for anti-racist practice and religious acceptance in their workplace and in the community at large.

Through webinar presentations and active discussions, as well as through letter campaigns to our MPs and MLAs, press releases and educational articles published in the *Perspectives* newsmagazine, our members seek to inform social work practice as well as guide agency and government policies.

To this end Committee members completed a Toolkit/set of skills for social workers who witness racism in the workplace and in the community at large, who may feel helpless on how to respond, but are committed to becoming an ally.

This summer we launched the Toolkit *How to Respond to Racism in the Workplace* to BCASW members through a Zoom webinar. The Toolkit will be available on the BCASW website. An article is to be submitted to the fall issue of *Perspectives* on anti-racist social work practice.

MARC has been invited by the BC Palliative Care Best Practice Project to present a Zoom webinar this fall on *Anti-Racist Tools for the Workplace* to palliative care social work clinicians and registered counsellors across BC.

When we updated our Mission Statement and Terms of Reference, we engaged in a review of the Committee's name. As *Multiculturalism* connotes Canada's history of colonialism and systemic racism of First Nations people, and as this is contrary to our Committee's anti-oppressive social work practice mandate, we are considering a new name.

Given MARC's commitment to religious acceptance, cultural diversity, and anti-racist practice, we continue to oppose Quebec's legislated Bill C-21, which prevents civil servants from wearing religious symbols at their worksite and the public from receiving service from civil servants if they are wearing religious items. We continue to question the constitutionality of Bill C 21 and actively support the recommendation that this legislation be contested in a court of law.

Our ongoing concern for refugees and climate change motivates MARC members to increase understanding of how to advocate for the inclusion of climate change refugee rights into the international refugee determination criteria.

We meet currently by Zoom. Our meetings are usually on the third or fourth Thursday of each month. We welcome new members.

Marisa Tuzi & Jhevoi Melville

HEALTH ADVOCACY COMMITTEE

Highlights from the past year

- Our focus this year was to analyze and report on the results of our *Discharge into Homelessness* provincial survey of hospital social workers.
- We created an Infographic of the survey results which can be viewed on the BCASW website. Infographic link is <https://www.bcasw.org/wp-content/uploads/2020/05/Survey-Infographic.pdf>
- Our committee met with members of the Northern Branch to discuss their concerns about inequitable access to dental care in British Columbia.

Goals for this year

- Our primary goal for the remainder of 2020 is to publish our survey results. We will distribute the summary article to health authorities and homeless serving agencies in the province.
- We will continue to advocate for funding of dental care for low income individuals.
- We are exploring how we can work with other BCASW committees to advocate for changes to the long-term care system, in light of the systemic weaknesses highlighted by the pandemic.

Fiona Lewis

PRIMARY CARE COMMITTEE (PCC)

The PCC grew out of a response from the BCASW to the Doctors of BC and the Ministry of Health, who were—and still are—developing Primary Care Networks (PCN). The role of social workers within these PCNs is exciting and evolving, and the BCASW has been front and centre in defining social work in this new frontier.

The Primary Care Committee is comprised of social workers in PCN positions across BC who are working together to further strengthen the value and understanding of PCN social work. We see a need for a peer support model for PCN social workers, many of whom are in isolated teams and communities and struggle to grasp the full scope of social work in primary health care.

This year we are drafting our terms of reference. At the end of 2019, just as the committee was coming together, we helped the BCASW create the *Role of the Social Worker in Primary Care* document, which has been used by health authorities in BC to hire and train PCN social workers and reviewed on a national level. This document can be found on the BCASW website.

Members met with the BCCSW, the Doctors of BC, and representatives from the Ministry of Health, to speak to the importance of PCN social work. We are looking forward to meeting with the Deans and Directors of the Schools of Social Work this fall to discuss how primary care can be included in social work curriculum. We plan to meet with social work practice leads from all 7 health authorities to facilitate support of PCN social workers.

Our committee developed and presented a BCASW webinar called *Social Work Practice in Primary Care Networks* on August 20, 2020. This was well-attended and resulted in new relationships with social workers and leaders across BC who are increasing their knowledge of this new field of practice.

Our objective for 2021 is to streamline learning and practice support for PCN social workers across the province.

Cayce Laviolette

SENIORS COMMUNITY OF PRACTICE

This year we:

- Prepared an interactive session on Living with Dementia for our BCASW conference (cancelled due to COVID-19)
- Shared observations and experiences related to the devastating impact of COVID-19
- Took the whole summer off for a needed break other than beginning an email conversation about policy practices begun during COVID-19 that we would like to see continued

Future plans include:

- Adapting our conference session Living with Dementia and offering it in webinar format in November
- Continuing to identify policy and practice recommendations that COVID-19 has spotlighted
- Liaising with others internally and externally to take the most effective route in bringing these issues forward to improve the quality of life of older adults

For more information and to join, please contact Alison Leaney, bcasw@bcasw.org

Alison Leaney

ADVOCACY CIRCLE

The re-forming work for BCASW advocacy has progressed over the past year by exploring a new way of collaborating across committees and branches. The aim is to know about and support advocacy actions across the Association. To that end, a representative working group has drafted Terms of Reference and a potential flow chart. Dawn Hemingway, Barb Keith, and I presented the first in a series of Advocacy webinars September 24, and will continue through the coming year.

Our ongoing tasks within the Circle are to build and maintain a strong and manageable communication system regarding advocacy action; share advocacy skills and resources widely; support Association advocacy activities; compile a *how to advocate* manual by calling on experienced advocates to draft their steps to advocacy success.

Carol Ross

United by Diversity Strengthened by Inclusion

It is time for parents to teach young people early on that in diversity there is beauty and there is strength. Maya Angelou



*Inclusion is a right, not a privilege for a select few. Judge Geary
Oberti v. Board of Education (D.N.J. 1992)*



Social Work: A Profession Dedicated to an Inclusive Society
BC Association of Social Workers

www.bcasw.org

United by Diversity



Strengthened by Inclusion

A garden's beauty never lies in one flower.

Matshona Dhliwayo



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