

**BCASW BOARD MEETING MINUTES**  
**January 27 & 28, 2023**  
**In Person & Zoom**



Executive Hotel Vancouver Airport  
7311 Westminster Hwy, Richmond, BC V6X 1A3  
Executive Ballroom  
1pm – 5pm, Friday, January 27, 2023, and  
9am – 3pm, Saturday, January 28, 2023

Attendance (in person) – Michael Crawford (Pres.) Glen Schmidt (N & CASW Rep), Alyson Gracey (MAL), Kelly Guiaya (MAL), John Richmond (VSS), Lorry-Ann Austin (TN), Angela Boutilier (NW)

Attendance (online) - Cayce Laviolette (VP), Phyllis Nash (Past-Pres), Susan Soloman (MAL), Cheryl Ash (OK & Sec), Jennifer Hagen (KTN)

Saturday Only: Fiona Lewis (Treasurer) & Amanda Cama (Student Rep)

Regrets – Dianne Heath (ED)

1. Opening and welcome (Dr. Elder Roberta Price) - Dr. Elder Roberta Price is a Coast Salish Matriarch and Elder of the Snuneymuxw and Cowichan Nations who has been sharing her knowledge and experiences in classrooms for 36 years. Dr. Elder Price is a co-principal investigator for Critical Research in Health and Health Care Inequities and the Transformative Justice and Health Research Cluster at the University of British Columbia's School of Nursing.
2. Welcome and Introductions (All)
  - a) Welcome to Jennifer Hagen (KTN)
  - b) Thank you to Rae Morris (MAL)
  - c) Numbers for dinner this evening
  - d) Saturday: 8am - coffee/tea/ 10am - coffee/tea, noon - lunch
3. Review of minutes – November 24, 2022 (All)
  - a) Approved.
4. Review of agenda (All)
  - a) Sort out Friday and Saturday agendas.
  - b) Financial to begin on Saturday.
5. Recognition of Traditional Territory (Michael)
  - a) AMENDED TO READ - We acknowledge that our office is in the unceded territory of the Coast Salish Peoples, including the territories of the Musqueam, Squamish, and Tsleil-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.

6. President's Report (Michael) – see attached report
  - a) Social media (June 14, 2022/Jan 24, 2023)
    - i. Facebook - 1,585/1,673, +88
    - ii. Twitter – 427/470, +43
    - iii. Instagram – 691/819, +128
  - b) Darren is serving as Field Instructor to 4th-year UFV BSW student Rachel Andor. Thank you for welcoming her to the BCASW. Two projects:
    - i. Reorganization – surveying other professional associations and regulatory colleges and noting their organizational structures.
    - ii. Campaign to strengthen professional social work – Locating and summarizing government reports regarding regulation of social work and co-writing an article. Moved from April to May. We will have to make our recommendations and proposals to MCFD quickly.
  - c) Health Professions Act – Agreed that while we want social work regulated under this act we must continue to express concerns about the act such as college boards being appointed by government rather than elected by members and discipline hearings led by the Office of the Superintendent rather than by the colleges.
  - d) Discussion about the need to better understand our membership through data collection while respecting rights and privacy law. **ACTION:** Refer to the Membership Committee
  
7. Executive Director's Report (Dianne) - see attached report
  - a) Office move complete.
  - b) Members have expressed concerns (pace, course requirements unclear, etc) about the process of applying for RCSW registration with the BC College of Social Workers. **ACTION:** Michael and Dianne will meet with Acting Registrar Lise Beauchesne to discuss
  
8. Treasurer & Financial Committee Report (Fiona) – see attached report
  - a) We are looking for a member to join the committee.
  - b) Proposed budget. An increase of membership, no in person board meetings, \$10,000 non-repayable federal grant, and late hire of communication position all combined to provide a 2022 surplus of approximately \$60,000.00. Change rationale for 2023 include increase in rent due to office move, home office equipment for staff, CASW increased fees, and increase of staff salary, reinstating staff travel, to show a break-even budget for 2023.
  - c) Publishing *Perspectives* is costly, and some members may wish to receive e-copies. **ACTION:** Refer to Executive Committee.
  - d) Staff salary increase. 10% for ED and 5% increase for other two staff. **ACTION:** The Finance Committee will revisit staff raises after the financial review when we have more information.
  - e) **DECISION:** The Board accepts the budget for 2023. See attached.
  
9. Living wage and organized labour proposal (John & Michael)
  - a) BCASW to support living wage and favour organized labour service providers.
  - b) Evidence shows more equitable societies have better health and social outcomes (The Spirit Level: Why Greater Equality Makes Societies Stronger, 2011)

- c) Social workers tend to be employed in organized workplaces enjoying the protection and benefits of labour unions and trade unions.
- d) The BCASW Code of Ethics clearly requires that social workers work for social justice.
- e) It is proposed that:
  - i. the BCASW commit to purchasing and/or using goods and services and produced by companies or entities either paying a living wage as defined by Living Wage for Families BC <https://www.livingwageforfamilies.ca/> and
  - ii. **DECISION:** Where possible, the BCASW will purchase services and goods from employers who pay a living wage as defined by living wage for families. **MSC**
  - iii. Discussion regarding purchasing services or goods from companies with organized labour did not achieve consensus.

10. CASW Report (Glen) – see attached report

- a) Support for CASW’s proposed fee schedule for June vote – see attached
- b) Loss of AB funds. CASW proposal to increase fees. Without a raise in revenue then CASW will need to reduce a staff position, thus reducing the support for the lobby work.  
**DECISION:** At the June 2023 meeting of the Federation, the BCASW will support the CASW proposal to raise fees.
- c) CASW Distinguished Service Award 2023 (BC). Nominations (short bio – 75-100 words) are due Friday, February 24, 2023 – attached criteria and past recipients.  
**ACTION:** eBulletin with the call out for nominations by February 10, 2023.  
**ACTION:** Phyllis nominates Heather Lamb for the CASW  
**ACTION:** Office will gather the nominations, verify membership and submit to the Awards Committee (Phyllis, Pam & Cheryl)

11. Branch Updates (Branch Reps)

- a) Fraser River (Vacant)
- b) Northern (Glen) – see attached report
- c) Northwest (Angela) – see attached report
- d) Okanagan (Cheryl)
- e) Richmond/Delta/Burnaby (Vacant/Disbanded)
- f) Thompson Nicola (Lorry-Ann) – see attached report.
- g) Vancouver Island (Robin)
- h) Vancouver Sea to Sky (John) – see attached report
- i) Kootenays (Jennifer) – see attached report

12. Student Rep Report (Amanda Cava) – see attached report

- a) Infographic redesign – Student member benefits (attached) **ACTION:** Post on the website.
- b) Student Committee now has a treasurer and they will request a \$500 budget from the Executive Director.
- c) Involved in SW week planning.
- d) Open student meetings to any SW students who want to join.

13. BC Social Work Week planning (all)

- a) Committee members – Rachel Andor (Practicum Student), Michael Crawford (President), John Richmond (VSS), Kelly Guiaya (MAL), Sue Peterson (Thompson Nicola), & Phyllis Nash (Past-President)

- b) Dates – March 19 – 25, 2023
- c) MCFD approved the proclamation
- d) Theme – CASW: Social work is essential. Sub-theme for BC? Ideas "Social Work is Essential - In Critical Demand", "social Work IS Essential: Everyone Counts" "Social Work Is Essential - Challenging today for a better tomorrow", "Social Work is Essential - Building a better tomorrow", "Social Work Is Essential - Action today for a better tomorrow", "Social Work Is Essential to bridging a better tomorrow".  
**DECISION:** Social Work Is Essential - Action today for a better tomorrow
- e) Confirmed events -
  - i. Chief Coroner Lisa Lapointe. Topic: "What needs to be done about BC's toxic illicit drugs and drug poisoning deaths" Tuesday, March 21, 2023
  - ii. Derek Epp, BSW 2013, Chief of Tzeachten First Nation. Topic: "A conversation with Chief Epp: Social work, child welfare, and Indigenous leadership" Thursday, March 23, 2023
- f) Proposed events –
  - i. Public talk/Webinar - UBCO social work professor, Shirley Chau, Anti-Racism Data Committee, or Dixon Sookraj from the POC committee of the UBC Anti-Racism Task Force. March 20 or 22.
  - ii. Three social work panels introducing social work students to their fields of practice and one panel of new grads talking about the transition from student to social worker during the week prior to BC Social Work Week. March 13-16.
  - iii. Awards lunch-hour webinar – MCFD Minister - Heart of the Grasslands – Thompson Nicola, Bridget Moran – Northern, Copper Shield Award – Northwest, & CASW Distinguished Service Award **ACTION:** Michael will contact the MCFD Minister and invite to a lunch-time Zoom session to speak and present awards.
  - iv. **ACTION:** Cheryl will reach out to hockey coach Willie Desjardins to speak on the topic "things you can do with a Social Work degree". He could be an anchor on a panel together with others who have a SW degree and use it in their non-social work career.
  - v. **ACTION:** Michael will request video messages from government officials and other organizations for social media, ie; ministers, unions, first call, board voice, etc. thanking social workers.
  - vi. **ACTION:** Michael will request short video from Board members celebrating BC Social Work Week.
  - vii. **ACTION:** All Board members, please send ideas for speakers and topics to Rachel Andor

#### 14. Committee Reports

- a) Request for all committee and communities of practice to prepare a statement of goals for 2023. (Michael) **ACTION:** Michael will send out this request to the committees and communities of practice.
- b) CPD (Phyllis Nash) – see attached report. Upcoming webinars this spring
  - i. Narrative Therapy – Tommy Spence – Feb. 16
  - ii. LGBTQI2S – Supporting Child/Parent Relationships – Tracy Whitmore – March 7 or 9
  - iii. Burnout and Well-being- Elizabeth Bishop and Madeline Eames – April 18
  - iv. Private Practice – Darren Usher – April 25
  - v. Narrative Therapy – Cecilia Mannella – Mid May
  - vi. Female Genital Mutilation – Warda Warsame – May 25

- c) Decolonizing practice and reconciliation for the board
  - i. **ACTION:** Michael will convene a meeting with Susan Soloman and Elaine Herbert to discuss Board training and more.
  - ii.
- d) Membership (Kelly) – see attached report
  - i. School of social work membership proposal discussed
  - ii. **DECISION:** the board supports this proposal
- e) Personnel/Human Resources (Fiona, Chair) – see attached report
  - i. In the process of reviewing the HR manual. HR philosophy and HR process are in one manual. Revisions are completed and will be coming to the board at the next meeting.
- f) Health Advocacy Committee (Fiona, Chair) – see attached report
- g) Anti-Racism & Cultural Advocacy (Sri Pendakur & Jhevoi Melville, Co-chairs and Michael, Board Liaison) – see attached report
- h) Advocacy Circle (Barb Keith, Chair & Michael, Board Liaison) – see attached report
- i) Seniors Issues CoP (Alison Leaney, Chair, Board Liaison Cayce) – see attached report
- j) Retired social workers (Carol Chair, Board Liaison needed) – see attached report
- k) Editorial/*Perspectives* (Heather, Chair & Kelly, Liaison) – see attached report
  - i. Requests for reports
- l) Awards (Phyllis)
  - i. Two financial awards, for CPD. BMS/CASW and Murphy Batistta, LLP
  - ii. CASW distinguished award discussed
  - iii. **ACTION:** Call will be placed in next eBulletin.
- m) Indigenous Advisory Group (Michael & Susan) – group name is pending
  - i. Together with member Elaine Herbert, we will work over the next few months to bring this group together again.
  - ii. Previous issues raised for discussion include – Land acknowledgement, role of Elder, creating an Indigenous Council, appointment of an Indigenous person on the Executive Committee, regular *Perspectives* column, participation in the Reorganization Committee, and the creation of an Indigenous Social Work Community of Practice.
  - iii. **DECISION:** To appoint Susan Soloman to the Executive Committee under Section 13 of the BCASW Bylaws. Susan will serve as the Liaison between the Board and the Indigenous Council.
  - iv. **ACTION:** Amend the bylaw to add a Liaison for the Indigenous Council to the Executive Committee.

- v. Community of practice of Indigenous Social Workers – Past practice includes liaison to the board that sits as the chair, non-members can join the committee, and Terms Of Reference must be developed. Separate from “committees”. Communities of practice are groups around practice or interest, and committees do the business of the BCASW.
  
- n) Governance (Pam & Dianne)
  - i. Dianne will support this initiative after the database project is completed.
  - ii. Policy governance, personnel policies, operational procedures, & terms of reference
  
- o) Reorganization (Cayce)
  - i. Looking at how the association and component parts are meeting our strategic goals from 2 years ago. How are members organized, how are the committees organized, how is the staff organized and how is the board organized to meet the strategic goals? Once we complete this exercise, we can then evaluate how we can move forward.
    - a. Group exercise: Is the association organized in a way that we can increase diversity and in leadership positions, and strengthen Indigenous participation in the association.
    - b. Discussion
      - How do we increase diversity in the membership?
      - Opportunities for underrepresented groups
      - Mentorship groups/committees
      - Rationale for organizing members regionally – don’t lose connection to the community.
      - People need to see themselves in the organization.
      - How do we increase diversity on the Board?
      - How do we strengthen Indigenous participation in our community of practice groups?
      - Diversity across all areas
      - Privacy issues in gathering data. But how do we move forward but we don’t know who are members are.
      - Create a safe, open and welcoming organization, how we communicate, infuse culturally safe and relational language.
  
- p) Nomination committee (Phyllis)
  - i. Earlier start to seek nominees. VP, Secretary & 2 MAL
  - ii. New committee members; Glen, Fiona, and 2 non-board members
  
- q) Strategic Plan 2021 – 2024 Review – See attached
  - i. Review of Strategic Plan exercise
  - ii. Committee and Community of Practice review - Mental Health, Addictions, Child Welfare, etc.
  - iii. Create ad hoc committee to develop new Strategic Plan?
  - iv. Communications position does rebranding/marketing.
  - v. **ACTION:** please review the strategic plan for discussion at the next board meeting

15. Next Meetings:

- a) Set next meetings.
- b) Timing of in person meeting discussed. Consider setting meeting for after financial review has taken place and when travel from rural areas is less treacherous.
- c)

Month	Board	Exec	Branch Reps
January	1pm, Fri, Jan 27, 2023 to 3pm, Sat, Jan 28, 2023		
February		X	
March	March 28 6pm		
April		X	
May	May 30 6pm		
June		X	
July			
August		X	
September	Sept 26 6pm		
October	AGM	X	
November	X		
December		X	

16. Adjournment – 2:06 pm.

Cheryl Ash  
Recorder