

BCASW BOARD MEETING MINUTES

December 10th, 2020

Zoom



Attendance - Cheryl Ash (Secretary), Michael Crawford (President), Dianne Heath (Executive Director), Pam Miller (MAL), Tessa Murray (NW), Phyllis Nash (Past-President), Carol Ross (VP & RDB), Glen Schmidt (CASW), Wendy Weeks (VI), Lorry-Ann Austin (TN), Fiona Lewis (Treasurer), Kimberly Azyan (MAL), Raymond Cauchi (Student), Jas Hundal (FR), Cayce Laviolette (MAL), & Rae Morris (MAL)

Regrets – Nikki Hemstad-Lette (KTN), Catherine Patterson (VSS), & Karla Bloomfield (Northern), Karla Bloomfield (Northern)

1. Recognition of Traditional Territory (Michael)

We acknowledge that our office is located 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 First Peoples and commit to genuine and ongoing work to forge real understanding, and to challenge the legacies of colonialism.

2. Review of agenda –

a) ADD – 8. a) Ministry of Health Provincial SW Working Group (Cayce)

3. Adoption of October 29, 2020 minutes – approved

4. Welcome & quick check-in – (All)

5. President's Report (Michael)

- a) List of activities since last Board meeting are enclosed
- b) BCASW asked MCFD for an update on the Executive Committee terms of reference for their consultation regarding mandatory registration
- c) BCASW reached out to the First Nations Leadership Council and the First Nations Summit on mandatory registration following the arrest of Robert Riley Saunders and they have expressed interest in meeting with us. They both support mandatory registration.
- d) Dianne and I are meeting with the BCCSW to discuss issues of mutual interest and plan collaborations for 2021.
- e) Katherine McParland, ED of A Way Home Kamloops and recipient of the 2020 Heart of the Grasslands Award given by TN Branch has passed. BCASW drafted an posted a statement and TN is planning an online remembrance event.
- f) BCASW now has an Instagram account - @socialworkersbc -to add to our Facebook and Twitter accounts. 45 followers in first week.

- g) I continue to write to news reporters who use the term "social work" or "social worker" in articles to educate them about exemptions in the Social Workers Act.
 - h) Dianne and I sent letters of congratulations to ministers (SD&PR, MCFD, MHA, and Health)
 - i) I have been working with Phyllis to secure a new branch rep for the Kootenays
 - j) I have been working with several VSS members to secure a branch rep
6. Executive Director's Report (Dianne)
- a) Report is enclosed. Highlights:
 - b) Office is closed December 21st to January 4th, so email or call Dianne on cell
 - c) SW week update: March 15 – 21 confirmed with MCFD
 - d) Jack Hirose received BCCSW approval of DSM course – BCASW members receive 20% discount
 - e) **ACTION:** Perspectives bios and headshots due to be updated
 - f) **ACTION:** Cheryl will activate cpd@bcasw.org email address for Phyllis and Dianne will include in eBulletin call for cpd proposals
7. Treasurer Report (Fiona & Dianne)
- a) Review of financials
 - b) Budget 2020; 1146 members, and still climbing. 2021 looking pretty good, projecting a small deficit for 2020.
8. Other Reports, Committees, & Branches
- a) Ministry of Health Provincial SW Working Group (Cayce): ministry of health reached out to the BCASW. Cayce now sits on the primary care working group. Ministry wants to clean up their job descriptions for SW roles. Health care jobs will be open up to registered BSW (unusual in lower mainland), which would eliminate counsellors and nursing out of these jobs. Ministry is creating a rubric for hiring. There are many social work positions posted around BC and want to make sure they are interviewing and hiring the right people. Ministry of health keeps looking at the example of LPN vs. RN, not a fair comparison to BSW vs. MSW. Michael noted that the HSABC is sitting on a Ministry of Health committee looking at recruitment and retention and they are encouraging the government to create more seats in some programs.
9. Distinguished Service Award (Dianne)
- a) Deadline: posted in eBulletin and discussed at January board meeting
 - b) Nomination process
10. Implementing the strategic plan, 2021-2024 (All)
- a) See enclosed form
 - b) The three themes of the strategic plan are reorganize, communicate, and grow
 - c) Let's focus on reorganizing our office/staff, board, branches, and committees

d) Thinking of reorganization what changes do you think we need to make with our office/staff, board, branches, and committees to ensure that the Association successfully achieves our goals of promoting the profession/practice, advocating for social justice, serving members, and strengthening the Association?

e) Discussion: need more information to think about individually to come back to the board more prepared. It would be helpful to understand the initial issues for the strategic plan. This discussion needs more foundation.

Question: off the top of your head, priorities for what flaws exist in the current structure, what's working, and anything that you could quickly say we can explore?

1. Glen – Finances is a concern, specifically for board meetings, but a smaller board may not allow the regional voice to be heard. A provincial board that he likes had 10 board members, and where the small exec met several times a year, and then brought the greater group to a couple meetings a year. Used specific skillsets.
2. Wendy – used to working on working boards. Which is much like this board runs. But branch doesn't feel that there is enough representation. More people who are BSW in membership. Broadened branch by having area reps in the branch.
3. Tessa – having a rep for the branches, so the branch reps meet a couple times a year, and that rep meets with the exec. Might help with delegation of work. We have increased engagement via zoom.
4. Fiona – people want to connect with topic of interest or by location. May need to look at utilizing both ways.
5. Pam – need more BSW engagement. Challenges with the schools of social work, and commit to the association. Committees is a way to increase engagement. Use of technology increases engagement and continue using after covid.
6. Jas – a lot of the work she does is off the side of her desk. Honorarium to cover costs to take time off for meetings.
7. Cayce – elections and a clear interview process, and utilize the skillsets, and positions on the board are clearly defined. Clear expectations of the board members, and doing the work on the board. Consider advertising for board positions. Have the board members chair a committee.
8. Lorry-Ann – more social media/internet presence.
9. Kimberly – organizations similar in size as us have branches and committees? Amalgamate and restructure? Rural vs. urban? Have too many groups that are small struggling just to survive, and can we combine some of the groups to build on them.
10. Rae – curious on the benefits that centralizes the association. Branches gaining income, and board allocates out, but it also puts the face as the association rather than the committee or branch. Presence is missing.
11. Dianne – support ideas and structure, and what changes in business practices will stay. Operating at 60% efficiency, and need to look at next steps in order to meet our goals.
12. Michael – fewer committees (ie combine and streamline), better job differentiating between committees, and communities of practice, and interest groups. Tying the roles of the Board members to achieve the goals of the association rather than president/vice president, etc.
13. Carol – branch reps need to be board members or not? Shifting roles and job descriptions.

ACTION: Board members will send their thinking to Carol

ACTION: Carol & Phyllis will work on a package for January board meeting.

ACTION: Carol & Phyllis will share the models and the concerns of the models with the board.

11. Next Meetings

Month	Board	Exec	Branch Reps
January	12th at 3pm		
February		11th at 3pm	
March		11th at 3pm	
April	13th at 3pm		
May		13th at 3pm	
June	8th at 3pm	17th at 3pm	

12. Adjournment –

Cheryl Ash, Recorder

BCASW President's Activity

October

- 29 – Chaired BCASW Board meeting
- 29 – Zoom & Eventbrite consultation with Vancouver Island

November

- 2 – Global TV interview with Shelby Thom regarding MCFD
<https://globalnews.ca/news/7439774/no-charges-yet-disgraced-kelowna-social-worker/>
- 3 – Attended TN Branch Exec mtg
- 3 – Attended CPD mtg
- 3 – Interview with Anna McKenzie, IndigNews regarding MCFD educational qualifications
<https://indiginews.com/vancouver-island/social-worker-class-action-prompts-oversight-questions>
- 10 – Attended Kootenay Branch Zoom meeting – Glen Schmidt presented
- 12 – Hosted a dementia webinar practice session on Zoom
- 16 – Zoom meeting with Dianne, Glen, and Monica re: membership
- 19 – hosted a dementia webinar on Zoom
- 20 – attended a membership committee meeting
- 24 – attended a CPD meeting
- 25 - hosted a dementia webinar video replay on Zoom
- 26 – meeting with possible Kootenay Branch Rep
- 26 – created an Instagram account - @socialworkersbc
- 27 – planning meeting with student rep Raymond Cauchi
- 27 – sent letters of congratulations to new BC gov cabinet ministers

December

- 1 – attended a TN branch executive meeting
- 1 – chaired Executive Committee meeting
- 3 – Carol and I drafted and distributed a press release supporting the RCYBC ' report calling for increased service to children and youth with special needs.
- 4 – Communications with MCFD, FNLC, and FNS regarding MCFD advocacy. Dianne and BCASW member Elaine Herbert and I will meet with them.
- 6 – Drafted a statement on the passing of Kamloops social worker Katherine McParland and worked with TN to set up an online remembrance opportunity
- 7 – Mtg with TN Rep to plan holiday/season social fundraiser
- 8 – Mtg with TRU to plan remembrance celebration for Katherine McParland
- 8 – Mtg with Kootenay branch members to discuss leadership
- 9 – Mtg with VSS branch members to discuss leadership
- 9 – Attended & provided tech support for TN seasonal fundraiser
- 10 – Attended HSABC professional association meeting with Dianne
- 10 – Chaired BCASW Board Meeting

Executive Director's Report November- December 2020

In review, since our last Board meeting:

Operations: Services continue, Dianne Heath, Executive Director, working from home and Darren Usher, member services coordinator, in the office Monday AM, all day Tuesday and Wednesday, Thursday AM. Darren will be out of the office December 8- February 8, 2021. The office will be closed from December 21- January 4, 2021. Monica Cervantes, University of Manitoba distance education BSW practicum student, works from home.

- Financial Report

The application for CEBA resulted in \$40,000.000 loan, of which \$30,000.00 is repayable providing conditions are met. October financials distributed. Draft budget worksheet sent to Treasurer.

- Database work with Guild commenced
- Darren took the lead on website re-design work with Enginess. Website and database will then be integrated. Both are fragile, dated and cumbersome, broken in places. The website is now on the pre-production site and requires more hours from staff for content insertion.
- On-going repairs to current websites and monitoring functioning of both databases
- New, re-activated, and lapsed members list sent regularly to CASW for national benefits eligibility.
- Branch list updates sent out
- Remaining vacation for 2020 scheduled. Dianne is now on vacation on Wednesdays until year-end in addition to seasonal office closure
- Meetings with and information prepared for Executive, Membership, CPD, *Perspectives*, Finance Committees
- Student projects and supervision in place
- Insurance review completed for May and October renewals: 34 lapsed or not members
- Promotions sales form updated
- *Perspectives* Bibliographies updated
- Explored Google Ad for membership
- CASW dues paid

Promotion of the Profession: Meetings with Allies, Partners, Members

- Discussions re BCASW role for Inspiring Social Worker of the Year award- assured the originator and donor that BCASW would remain involved. Donor requested stronger language on UBC agreement re BCASW involvement.
- Discussed regulatory changes with Carolyn Fast, BCACC, Doug Kinna BEGEU, meeting set up with Glen Grigg, Chair of Federation of Association of Counselling Therapists of BC (FCTBC)
- Reporting to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
- Requested Social Work Week dates of March 14-20, 2021. No response yet.
- HSA bi-annual meeting
- Student Awards sent

Advocacy for Social Justice:

- Attended UBC reconciliation statement meeting
- Permission given to Manitoba OT students to adapt parts of *TOWARDS A NEW RELATIONSHIP Toolkit for Reconciliation/Decolonization of Social Work Practice at the Individual, Workplace, and Community Level*

Support for Members (1146 current- increase)

- November Ebulletin opened at rate 52.6%, with a 11.15% click rate. (Industry average is 30% and a good click rate is 7-6%). Rates are decreasing. Total so far per year 14. As per policy governance, 8 required under operational plan. December Ebulletin in process.
- *Perspectives* 2021 underway
- Membership consultations included insurance enquiries, small business start-ups, third party payer inclusion, cybersecurity, virtual practice conversion. Questions re service changes in light of pandemic continue- example- home address on receipt given safety issues and need to practice from home. Calls to BC Registry, Small Business BC, lawyer, review of practice standards
- Opportunity Ads posted on website
- FASW: 46 listings - increasing. Note CASW free six-month listing in *Psychology Today*
- Mentorship matches – 17 requests 2020 to date, several matches pending
- Webinars: see CPD report. Of 23 non-members contacted with no-membership six signed up or renewed; confusion between Association and College addressed
- Agreement with Jack Hirose for member 20% discount advertised, partnership on DSM-5 webinar continues, consultation with BCCSW
- FAQs for new website
- Peer group re private practice start-up planned
- Revised BCASW peer group agreement
- Contract sent to David Renaud for February DBT workshop
- Scholarship applications processed and awards sent

Priorities to next meeting: Continue initiatives under strategic operational plan and sustain current levels of service

- *Perspectives*- Board information: bio and headshot due-please update
- *Ebulletin* communications
- Lobbyist registration updates monthly
- New website content transfer
- Database implementation
- Mentorship matches
- Records formerly in storage reviewed, digitalized and stored
- DSM-5 webinar planning with Jack Hirose continuing- April date set
- Continue strategic plan operationalization
- Webinar contract forms, disclaimer
- Authors' page for new website
- 2021 Budget preparation
- Next step for Indigenous working group
- By-law change vote to membership
- WorkplaceBC re-opening requirements for policy reviewed- referred to Personnel Committee
- Website SEO optimization

Submitted by Dianne Heath, MSW RSW

What changes to office/staff, board, branches, and committees are needed to achieve our goals –

- 1) Promotion of the profession and practice of social work
- 2) Advocacy, social justice
- 3) Service to members
- 4) Strengthen the Association

	Reorganization – Structure & Process
Office/Staff	
Board	
Branches	
Committees	