

BCASW BOARD MEETING MINUTES

June 13, 2020

Zoom



Saturday, 9:00am - 12:00pm

Attendance - Cheryl Ash, Raymond Cauchi, Michael Crawford, Dianne Heath, Jessie Shoker, Cayce Laviolette, Pam Miller, Rae Morris, Tessa Murray, Phyllis Nash, Carol Ross, Glen Schmidt, Wendy Weeks, Catherine Patterson, Lorry-Anne Austin, Fiona Lewis, Kimberly Azyan

Regrets – Karla Bloomfield

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 – Board adopts the agenda
Add student rep report as 10. j)
3. Adoption of March 2020 Board minutes – Board adopts the minutes
4. Appointment Kim Azyan & Fiona Lewis to the BCASW Board as MALs (Michael & Phyllis) – Board approves the appointment of Kim Azyan & Fiona Lewis to the BCASW Board as MALs with the appointments to expire at the fall 2020 AGM.
5. Welcome and Introductions (all)
 - a) Catherine Patterson is the new VSS Representative.
 - b) Kim Azyan & Fiona Lewis are BCASW Directors - Members at Large
 - c) Raymond Cauchi student rep
6. President's Report (Michael)- see appendix
7. Treasurer Report (Cayce & Dianne)
 - a) Pandemic Financial Support – May financials show we may be eligible for pandemic support. Advertising is down. Webinar revenue and expenses are new budget items. All but \$3000 is refunded for the conference. \$15,000 refunded from hotel conference deposit. ACTION: Dianne and Cayce will review the budget to give us an updated picture later this summer.
 - b) **ACTION:** Cayce will call a Finance Committee meeting
8. CASW Report (Glen- see appendix

- a) The Board will discuss adopting the CASW code of ethics once completed. BC is currently not using the CASW code of ethics. BCASW also needs to consider BCCSW for code of ethics adoption
 - b) **ACTION:** Glen will discuss BCASW input to code with Fred.
ACTION: Glen will take question about government's delay on murdered and missing Indigenous women to the CASW board.
9. Executive Director's Report – See appendix
- a) Need for Personnel Committee to write policies as per WorksafeBC requirements for re-opening and working from home.
 - b) *Perspectives* new editor – Heather Lamb
 - c) Invitation from BCCSW for Indigenous Committee participation – BCASW representative needed to join. Next meeting in mid-July. Dianne and Michael will invite a representative from BC to attend.
10. Branch Updates– See *Perspectives*, 2020 summer edition for branch updates
- a) Fraser River (Jessie)
 - b) Northern (Karla)
 - c) Northwest (Tessa)
 - d) Okanagan (Cheryl)
 - e) Richmond/Delta/Burnaby (Carol)
 - f) Thompson Nicola (Lorry-Ann)
 - g) Vancouver Island (Wendy)
 - h) Vancouver Sea to Sky (Catherine)
 - i) Kootenays (Phyllis) – seeking a branch rep
 - j) Student Rep Report (Raymond)
11. Committee Reports-Board Liaison and/or Committee Chair or Rep (* denotes standing committees)
- a) *CPD/Annual Conference Planning (Phyllis, Chair) –active committee. Successful and profitable webinars with more planned. Attempt to increase service to membership which will hopefully increase membership. Hope to offer invitations to more members in the province to all events, including branch level events. Testing zoom platform and webinars to see if a viable profit can be had and will support a CPD coordinator office staff or contract position.
 - i. Current members – Michael Crawford (ex-officio), Karla Bloomfield, Cheryl Ash, Wendy Weeks, & Rae Morris
 - ii. Staff - Dianne Heath
 - b) *Membership (Glen, Chair) – letters went out to all schools of social work inviting new members. Need more members on this committee.
 - i. Current members – Michael Crawford (ex-officio)
 - ii. Seeking members and a chair – Lorry-Ann
 - c) *Personnel/Human Resources (Cayce) – Cayce stepping down
 - i. Current members – Michael Crawford (ex-officio), Cheryl Ash, Phyllis Nash
 - ii. Seeking members and a chair – Fiona expressed interest in joining the committee
 - iii. Policies regarding work safety (see WorkSafeBC) needed

- iv. **ACTION:** Michael will call a meeting
- d) *Nominations (Phyllis, Chair & Past-President) – need two more committee members
 - i. Current members – Michael Crawford (ex-officio)
 - ii. Seeking members (two directors & two non-directors) – Lorry-Ann & Kimberly expressed interest in joining
- e) Health Advocacy Committee (Fiona, Chair) – a paper on vulnerable patient discharge survey results should be ready in September. Advocating for low cost dental care for vulnerable adults and partnering with the Northern Branch. Rae and Fiona working on a fall webinar for CPD.
 - i. Current members – Nancy Baker, Florence Flynn, Rae Morris, Emile Lopez, Meagan Saul, & Nancy Anderson
- f) Primary Care Ad Hoc (Cayce, Chair) – active committee on supporting SW in primary healthcare areas and practice. Putting together a webinar proposal for August and will be used as training resource for SW in these new positions.
 - i. Current members – Michael Crawford, Bien Chu, Lois Elia, Raina Messinger, Katelyn Pesut, Jessica Rosenfield, Lois Tross, & Laura Gaspard
 - ii. Staff – Darren Usher
- g) Multiculturalism & Anti-racism (Marisa Tuzi & Jhevoi Melville, Co-chairs) – Toolkit webinar by MARC in planning phase.
 - i. Seeking Board liaison -
 - ii. Current membership – Sherman Chan, Frank Cohn, Shirley Cohn, Crissy George, Johanka Macekova, Kelly Marshall, Losefina Para, Sri Pendakur, Kam Sampla, Karen Wong, & Bonnie Wood
- h) Advocacy (Carol, Chair) – no communication between committees when advocacy is in the formative stage. Major gap in lack of training in advocacy skills. Committee is looking at advocacy as a whole. Advocacy is high on the strategic survey results from members.
 - i. Members – 2 but need more. Lorry-Ann
 - ii. Seeking members – consider members from other committees in order to open up the communication between committees.
 - iii. **ACTION:** Advocacy committee to host a zoom meeting with the other committees.
- i) Senior's Interest (Alison Leaney, Chair) –
 - iv. Current membership –
 - v. Seeking board liaison – Kimberly expressed interest
- j) Finance (Cayce, Chair)
 - i. Current members – Carol Ross, & Michael Crawford
 - ii. Staff – Dianne Heath
- k) Editorial/*Perspectives* (Heather, Chair)
 - i. Current members – Dawn Hemingway, Carol Ross, Michael Crawford, & Phyllis Nash
 - ii. Staff – Dianne Heath
- l) Strategic Planning Ad Hoc (Michael, Chair) – survey is active and results will be reviewed in July that survey is still open, and distribute preliminary results of survey to all directors.
 - i. Current members – Glen Schmidt & Pam Miller
 - ii. Staff – Dianne Heath.
 - iii. **ACTIVE:** Michael to fix survey close date, email branch reps to send reminder
- m) Awards (Phyllis, Chair)

- i. Current members – Pam Miller & Cheryl Ash
 - ii. Staff – Dianne Heath
 - iii. Seeking members
- n) Inspiring Social Work Award (Donna Baines, UBC Director, Chair) – postponed until 2021 for an in-person celebration event. Encourage people to put in nominations.
 - i. Current members – Pam Miller, Barbara Lee, & Marion Mann
 - ii. Staff – Dianne Heath
- o) Child Welfare (Carol, Chair) – still a big priority.
 - i. Seeking members
- p) Indigenous Committee -
 - i. Seeking chair and members
 - ii. **ACTION:** Referred to Executive Committee for consideration
- q) Governance - deferred to exec committee
 - i. Seeking chair and members
 - ii. **ACTION:** Referred to Executive Committee for consideration

12. Strategic Planning SWOT exercise (Cayce) –

- a) **ACTION:** refer back to the strategic plan committee.
- b) **ACTION:** Michael will schedule a Board meeting with the strategic plan as the only agenda item
- c) Advanced information to be sent to board ahead of a strategic plan meeting with the Board.

13. AGM Planning (All) –

- a) Friday, Oct 2, 2020 via Zoom. 3pm – CPD event & 4pm - AGM
- b) Human Rights Commissioner Kasari Govender has been asked to be our guest speaker however the CPD committee would like to review this decision.

14. Board reorganization (Carol & Phyllis) – Review of Branch structure

ACTION: Carole and Phyllis will draw up an interim report, looking at strengths and weaknesses, and propose a process for discussion.

ACTION: a possible discussion of potential models and ideas with the membership

15. Next Meetings

Month	Board	Exec	Branch Reps
July		16th (Zoom) 6pm-730pm	
August			17th (Zoom) 6pm-730pm
September			
October	2nd (Zoom) 3pm – CPD 4pm – AGM 5pm - Board Mtg		
November			
December			
January			

16. Next Executive Committee meeting – doodle poll

17. Adjournment – 12pm

APPENDIX

Report of the President to the BCASW Board

The last few months have been a little chaotic as we struggle to contend with the COVID-19 pandemic and the many dislocations we are experiencing. I am grateful to Dianne and Darren for finding ways to keep the Association business going and finding ways to get past or around the many technological challenges.

Below is a list of my activities since our last board meeting in March. I'll comment on some of them.

Our advocacy work with MCFD was limited to two contacts. I was to meet with Minister Katrine Conroy in person however we settled for a telephone call when travel became restricted. I expressed our concerns regarding expanded educational qualifications, protection of title, mandatory registration with the BCCSW, and scope of practice. I also expressed frustration with her senior staff who, in my opinion, have not taken our discussions seriously. Our other contact was by email with Deputy Director of Child Welfare, Alex Scheiber, who noted that COVID-19 and the federal legislation giving Indigenous groups more control of child welfare have kept them busy. Alex said we could expect to hear from MCFD Executive Committee about our request to discuss these issues further and that he would give us an update in July. MCFD continues to be unable or unwilling to discuss the Social Workers Act as it applies outside of MCFD. We have heard nothing further on the work underway to revise the Health Professions Act.

Our advocacy work also included a joint letter with CASW to SD&PR Minister Shane Simpson encouraging him to support Universal Basic Income when his committee studying this policy reports this summer. We also wrote a letter the SD&PR minister and TELUS' CEO supporting affordable Internet for income assistance recipients.

Following the tragic murder of George Floyd in Minnesota, we drafted a statement on racism and violence for our members and posted it on our website as an act of social justice.

We have offered several excellent webinars recently as a service to our members. Lawrence Murphy & Mary Leslie's video counselling, Lynda Monk's self-care, Dawn Hemingway & Carol Ross' COVID check-in, & next week Fraser Health's advance care planning. We should see several more webinars (DSM 5 & ethics/law) this year and perhaps we can justify hiring a part-time CPD coordinator in 2021.

My work with others regarding Branch Rep meetings, introducing branch & committee members to MailChimp & Zoom, recruitment letters to social work grads, examining our committee structure, and engagement with strategic planning survey/process are aimed at strengthening the Association.

Respectfully submitted by Michael Crawford

Executive Director's Report June 13, 2020

In review, since our last 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.

- In order to obtain cyberliability insurance we required some security upgrades needed due to working from home.
- VPNs now operational for both staff
- WorkplaceBC re-opening requirements for policy reviewed- to be referred to Personnel Committee
- Renegotiated Shaw internet and phone system
- Expand Zoom capability using Techsoup
- Docusign using Techsoup
- Database contract with Guild signed- same system used for conference registration
- Darren taking the lead on website re-design work with Enginess. Requires more office hours than originally anticipated. Website and database will then be integrated.
- New, re-activated, and lapsed members list sent regularly to CASW for national benefits eligibility
- 2020 *Perspectives* outreach to potential advertisers complete following disruptions due to Covid-19.
- One-week staycation, vacation for 2020 remaining to be scheduled

Promotion of the Profession: Meetings with Allies, Partners, Members, Students via Zoom

- Announcements and recognition of Mary Leslie as 2020 Distinguished Service Award recipient
- Presented at UBC exam prep class
- UBC discussions re planning and BCASW role for Inspiring Social Worker of the Year award
- Weekly to biweekly meetings with CASW
- Weekly to biweekly meetings with Mental Health Eds
- Meetings with team leads in Health - Discussions with Lorrie Cramb, Director, Allied Health Workforce Development team in response to team lead's difficulties in hiring due to HR practices, outreach to HSA re support from unions in redeployment
- Check-ins, consultations with BCCSW Registrar, Mark Hillenbrand
- Twice yearly meeting with HSABC Association leads

Advocacy for Social Justice:

- Racism and violence response
- uBIG joint letter with CASW
- work with coalition partners on on-going needs as highlighted by pandemic
- Consultation and resources for letter to Telus, Internet for Good

Support for Members (1057 current- slow increase)

- Latest Ebulletin opened at rate 60%, most frequently by desktop with a 17.56% click rate. (Industry average is 30% and a good click rate is 7-6%). Responses contained sites in each EBulletin for proactive response to member concerns.
- Communications to members increased: 10 communications sent out from office since mid-March; 5 Ebulletins, 3 conference info and 2 letters. More time required for communications research to insure accuracy in supplying most up-to-date information as it rapidly evolves and to provide best sites as on-going sources
- See editor Heather Lamb's report on *Perspectives*. This will be a summer edition.
- Membership consultations included ethics, insurance enquiries, small business start-ups, third party payer inclusion, CPD, cybersecurity, virtual practice conversion, volunteerism, primary care role

- Opportunity Ads posted on website
- FASW: active listings 37
- Mentorship matches – 12 requests 2020 to date, 3 matches pending- call out to membership in Ebulletin for more mentors
- Webinars (three on video counselling), Town Hall, on-going planning meetings, other proposals, communications to formerly scheduled conference presenters
- Consultation with WorksafeBC on protocols for in-person counselling

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

- *Perspectives, Ebulletin* communications
- Plan AGM and send out notices
- New website content transfer
- Database implementation
- June national meetings
- Mentorship matches, FASW roster
- Records in storage audited
- DSM-5 webinar- 10 responses to question re interest on survey, plus strong attendance had been planned for conference
- Continue strategic planning
- Letter re third party inclusion to Pacific Blue Cross
- Letter to Ministry of Health re importance of social work manager, supervisor accessibility for retention and quality of care

Submitted by Dianne Heath, MSW RSW

Student Representative Report to the BCASW Board

Currently I have completed the following:

Reached out to the 88 students

Sent an email to the 8 addresses that Michael gave me to contact the various schools of social work in the province with a request to begin discussions about how we can work together to help increase student awareness of the association.

Introduced myself and met with a few of the Branch Representatives and have become the process of working with them to increase regional awareness in students of the branches.

My future process will look like this:

- I will begin to send emails to the 88 student addresses I have regarding association business and opportunities.
- I will begin individual discussions with each of the regional reps regarding best strategies to connect with students in their region and their specific concerns.
- I will begin individual discussions with the schools to see how we can best collaborate to increase student awareness of association while they are in school.
- I'm not certain if this is relevant but as of this time I've spent roughly 6 work hours on these endeavours.

Sincerely,
Raymond Cauchi

Canadian Association of Social Workers National Board Report

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 will be 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

Respectfully,
Glen Schmidt RCSW

Report from the Multicultural and Anti-Racism Committee (MARC)

The dedicated members of the Multicultural and Anti-Racism Committee continue to actively advocate for religious tolerance and anti-racist practice across our province and our country.

This past year our Committee has mourned the death of our beloved Co-Chair and longstanding active member, Dave Sangha, who was an Assistant Professor at UNBC. His commitment to the Committee's mandate continues to give our members inspiration and direction. We welcome Jhevoi Melville, who works with VAST, as our new Co-Chair.

Through letter campaigns to our MPs and MLAs, press releases, reflective articles, seminar presentations and active discussion our members continue to seek to inform social work practice and government bodies on how religious intolerance and racist thinking and legislation impacts the clients we support. To this end we have been:

1. Completing a "Tool Kit on How to Respond to Racism in the Workplace". We now hope to launch the toolkit through webinar and Zoom presentations at local Branch meetings;
2. Reviewing the Committee's Terms of Reference's goals and objectives (BCASW website) as well as the Committee's name, MARC, to better reflect its mandate;
3. Continuing to protest Quebec's legislated Bill C-21 which prevents civil servants from wearing religious symbols at work and from people receiving service if they are wearing religious items. We now hope to discuss the constitutionality of Bill C 21 with a local lawyer who specializes in constitutional law towards a renewed letter campaign to our local MPs to request for Bill C 21 to be contested in federal court of law;
4. Seeking to increase our understanding on how to advocate for the refugee determination criteria to include climate change refugee rights.

Submitted by Co-Chairs: Marisa Tuzi, MSW, RSW & Jhevoi Melville, MSW, RSW

Advocacy Report to BCASW

This "committee" has evolved over the years to the point where I am not sure what to call it. It has focused on families in conflict with government, children at risk, media visibility, poverty and classism, barriers in legislation and policy, the limits and frustrations faced by front line government social workers and so much more. We have tried to increase advocacy skills amongst social workers and continue to work in that direction. Child protection and ending poverty are ongoing priorities. Advocacy is at the core of our profession. The goal is always to be building skills, creating tools, and making changes that matter. Your active involvement in this committee is wanted and needed.

I am pleased to report that Ursula Kerr from the Northern Branch has joined what I am now calling simply the Advocacy Committee. Ursula's MSW thesis research was on human trafficking in BC and advocacy on this horrendous practice remains a priority. Ursula states: "Social workers have an important opportunity to advocate against acts of human trafficking in BC. We're on the front lines where we work with, and support, victims of this crime. As such, it would benefit us to be knowledgeable about the issue of modern-day slavery and how it presents itself in B.C. ". Ursula suggests exploring the free online training through the BC Government by searching the Office to Combat Trafficking. Other valuable reading can be found at websites for Public Safety Canada and the RCMP Human Trafficking National Coordination Centre.

We invite all interested members to join in future discussions on trafficking and to help develop strategies for action.

Our child protection and gender equity advocacy continue through involvement with West Coast LEAF and by following the work of First Call and the Representative for Children and Youth. West Coast LEAF released the BC Gender Equality Report Card at <http://www.westcoastleaf.org>. Visit their site to find other valuable posts and media submissions. The Office of the Representative for Children and Youth has done an excellent job throughout the pandemic of informing youth on the issues and strategies for staying safe. Follow on twitter: RCYBCyouth. Also check #StandWithYouthInCare and #covidandkidsbc.

Some representatives from Branches have arranged to meet with their local MLA regarding our collective demands for and reasons behind, protection of title; mandatory registration for all in social work positions (especially within MCFD); and scope of practice. We encourage all branches to plan to meet with each MLA in their region to reinforce our concerns.

Past President Barb Keith and I continue to work on a “recipe book” of directions and samples of advocacy tools and strategies. Our goal is to create a “book” that will encourage all of us to expand our individual and systemic advocacy action and impact. We definitely welcome submissions from skilled advocates.

Carol Ross MSW (retired)

BCASW Seniors Community of Practice

Since our last article in *Perspectives*, “The Call for Mandated Social Work Positions in Long Term Care Homes and Assisted Living Residences”, our group has continued to pursue how to get our brief on the topic greater attention. With the onslaught of COVID 19 this topic seems even more important as social workers onsite play a key role in connecting residents to family and friends who cannot visit.

We spent this last fall and into 2020 preparing a collaboratively facilitated workshop entitled, “Making a Difference in the Lives of People Dementia” which was 99% ready to deliver at the BCASW conference that had to be cancelled due to COVID 19. Consequently, we are looking for opportunities to offer the session virtually and will be submitting a proposal to the Professional Development Committee. Using an evolving case study approach, the workshop covers person centred care, desired living environments, dementia -friendly communities, caregiver support groups and other supports as well as important changes to the First Available Bed Policy and implementation of BC’s new care facility admission legislation.

We continue to stay up-to-date on policies, programs, initiatives that impact older adults including all the changes occurring as a result of COVID 19. We are in the process of developing a series of questions for policy makers as a result of many things that have changed or come to light as the pandemic unfolds and we begin a phased approach back to some kind of new normal. We would like to engage with the Board about how these questions can be used to make the new normal more quality of life oriented for older people.

Agenda items are densified by group members in attendance. We meet on the first Wednesday of each month from 5-6 pm, now on Zoom!

Submitted by

Alison Leaney – Chair, on behalf of the active members of the CoP

Report of BCASW Health Advocacy Committee

The Health Advocacy Committee consists of 8 social workers from around the province. We meet monthly via teleconference or web conference. Our focus this year continued to be advocacy around homelessness and housing. We completed our survey regarding the experiences of hospital social workers regarding discharge of vulnerable patients. We are compiling the results and have created an Infographic displaying a summary of the results. The Infographic can be viewed on the [BCASW website](#). We are also finalizing an article that will give a more comprehensive view of the results and our recommendations. Please keep an eye out

for this. We intend to email this article about the survey to many of the homeless-serving organizations in B.C. as well as all health authorities.

We had also planned to do a poster presentation of the survey results at the BCASW Conference but, unfortunately, this was cancelled due to the pandemic.

With the work on the survey nearing completion, we are turning our attention again to dental care in the province. The northern branch of BCASW contacted us to see if we would work with them on pursuing low or no cost dental care for vulnerable adults. We have begun researching this issue and looking at other groups we can partner with, such as the B.C. Dental Association.

We welcome your input on other issues that the committee could address in the next year. Please contact me at fiona@fionalewis.ca

Submitted by Fiona Lewis, Committee Chair