

BCASW BOARD MEETING MINUTES

January 12th, 2021

Zoom



Attendance - Cheryl Ash (Secretary), Michael Crawford (President), Dianne Heath (Executive Director), Pam Miller (MAL), Tessa Murray (NW), Phyllis Nash (Past-President), Wendy Weeks (VI), Lorry-Ann Austin (TN), Fiona Lewis (Treasurer), Kimberly Azyan (MAL), Cayce Laviolette (MAL), Rae Morris (MAL), Nikki Hemstad-Lette (KTN), & Gloria Wolfson (VSS)

Regrets – Glen Schmidt (CASW), Raymond Cauchi (Student), Carol Ross (VP & RDB), Jas Hundal (FR), & 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 – adopted

3. Adoption of December 10th, 2020 minutes – accepted

4. Welcome & introductions (All)

- a) Welcome to Nikki Hemstad-Lette (KTN Rep) and Gloria Wolfson (VSS Rep)
- b) Introductions

5. President's Report (Michael) – see attached

- a) List of activities since last Board meeting are enclosed
- b) Working with VSS & KTN to recruit and onboard reps
- c) Working with Phyllis and Dianne on CPD (SW in Primary Care & DBT)
- d) Meeting with MCFD Minister Mitzi Dean and no response from MCFD Executive
- e) Supporting RCYBC reports
- f) Some media attention regarding MCFD & BCCSW regulation

6. Executive Director's Report (Dianne) – see attached

- a) Orientation for new members and others who wish to join
- b) Activity summary
- c) Policy for working from home required
- d) 1148 members!!

7. Treasurer Report (Fiona & Dianne)

- a) Approval of budget 2021
 - i. Fiona proposed that the board accept the 2021 budget. Accepted
- b) Alternate planning for hybrid office operations: In light of the ongoing pandemic, it would be wise to consider alternate office arrangement that accommodate working from home. **ACTION** – Dianne will present a plan to do this at a later date.
- c) Budget included for CPD/communications/admin position

8. CASW (Glen - regrets)

- a) Michael reported that the federation is meeting on January 14, 2021 and will be voting on readmitting OASW
- b) Dianne, Glen & Michael have written a short report on the BCASW activities to submit at the meeting.

9. Branch Updates (Branch Reps) – see attached

- a) Fraser River (Jessie - regrets)
- b) Northern (Karla - regrets)
- c) Northwest (Tessa)

We have continued our Clinical ZOOM Sessions on the first and third Tuesday of the month. We are seeing more engagement from a variety of communities and a few others expressing interest but yet to connect. Additionally, I met with a first-year social work class at Coast Mountain Community College where we spent an hour talking about the BCASW, social work practice in the north, and how to get more involved. Now on to planning for social work week celebrations.
- d) Okanagan (Cheryl)

The branch has been coordinating plans with UBCO School of Social Work for events during Social Work week. Several Branch executives have stepped down from their roles, and now there is a need for members to join the branch executive.
- e) Richmond/Delta/Burnaby (Carol - regrets)

Dianne reported that Barb Keith would like to receive patches for the diversity quilted wall art project as soon as possible.
- f) Thompson Nicola (Lorry-Ann)

Our lunch n' learn program starts next week. A group of TRU students are applying for a grant to attend the DBT workshop in February. We hosted an online memorial session for a local social worker. We are planning for SW Week and thinking of a drive-through event of some kind. We are planning a spring workshop.
- g) Vancouver Island (Wendy)
- h) Vancouver Sea to Sky (Gloria)
- i) Kootenays (Nikki)

10. Student Rep Report (Raymond - regrets)

- a) Michael has been working with Raymond and reaching out to student reps on branch executives with the goal of recruiting more students to the BCASW. The next meeting is set for Thursday, January 14, 2021.

- b) Raymond has created a new social work student Facebook page - <https://www.facebook.com/groups/401801557774253>

11. Committee Reports

- a) CPD/Annual Conference Planning (Phyllis, Chair)
 - i. upcoming webinars include – Social work practice in primary care (Jan 21, 2021), Advocacy – Part 2 (February 4, 2021) and DBT for social workers (Feb. 18/19, 2021)
 - ii. cpd@bcasw.org email set up and functional
 - iii. **ACTION:** Dianne to include a call for webinar proposals in the next eBulletin.
- b) Membership (Glen, Chair - regrets)
 - i. Michael reported that the committee meets on January 22, 2021 with an agenda to discuss the inclusion of social service workers, membership recruitment campaign, and consideration of data on history of student memberships.
- c) Personnel/Human Resources (Carol, Chair)
- d) Health Advocacy Committee (Fiona, Chair)
 - i. Report on the survey asking about discharges from hospital to homelessness has been approved to be soon be sent out to stakeholders including Health Minister Dix.
 - ii. Rae submitted an article based on the above survey to Health & Social Work for publishing and received favourable feedback
 - iii. **ACTION:** Fiona will submit a final copy of report to Dianne to be posted on BCASW website
- e) Primary Care Ad Hoc (Cayce, Chair)
 - i. The WG has finalised terms of reference with lots of help from Darren. Group membership has altered slightly and we have added new members from around BC. We have set as a priority for 2021 the development of practical educational tools for social workers in primary care. For instance, we propose creating webinars on Disability application forms, adult guardianship, BC Housing and more. New members are always welcome.
 - ii. Re-broadcasting webinar next Thursday with a live Q&A
- f) Multiculturalism & Anti-racism (Marisa Tuzi & Jhevoi Melville, Co-chairs)- need for Board Member liaison
- g) Advocacy (Carol, Chair) – 2nd webinar Feb 4.
- h) Senior's Interest (Alison Leaney, Chair & Kimberly Azyan, Board Liaison)
 - i. The committee supported a report by the group Action for Reform of Residential Care and added an addendum titled " The Call for Mandated Social Work Positions in Long-Term Care and Assisted Living".
<http://arrcbc.ca/Improving%20LTC%20full%20report.pdf>

- ii. Also working with groups to establish a table to bring concerns and address them.
- i) Finance (Fiona, Chair)
- j) Editorial/Perspectives (Heather, Chair & Dianne)
- k) Awards (Phyllis, Chair, Pam & Cheryl)
 - i. looking at the policy regarding award amounts.
- l) Inspiring Social Work Award (UBC Director, Chair & Dianne Heath, BCASW Rep)
- m) Child Welfare (Carol, Chair - regrets)
- n) Indigenous Committee – Next Steps? (Michael & Dianne)
 - i. Elaine Herbert (NVIT) has offered to help with next meetings.
 - ii. **ACTION:** Dianne will post a call for Indigenous members to join the meeting in the next eBulletin.
- o) Governance
 - i. BF to next meeting
- p) Other –
 - i. Ministry of Health Provincial SW Working Group (Cayce)

This WG is moving quickly to standardise competencies for social workers in health care settings in BC. Specifically, we are considering differences between BSW, MSW and RCSW competencies. Later this year the WG proposes to look at role clarity for social workers in health care settings.

Board members are invited to review the document in the Virtual Boardroom and provide the following feedback to Cayce directly. NOTE this is a DRAFT confidential document and is not to be shared outside of the BCASW Board.

 - further input on addressing the gaps in the care activities and tasks listed with the associated competencies and fill the columns across the table for legislative reference (hyperlinks can be added later to save time), entry level competencies and any additional training that might be required.
 - Please consider what we can include, where, and how regarding the distinction between BSW/MSW with regard to the competencies. We've moved away from a model that primarily considers the level of degree obtained to a competency-based model that considers whether a social worker has the necessary competencies for the role.
 - ii. Rosemary Brown Award for Women (Kimberly) – first award went out in 2005, and given out every year since. In 2014 it became a conference with SFU. Details for nomination are found on their website - <https://summit.sfu.ca/item/10659> Nominations may be sent to Kimberly.

12. Distinguished Service Award (Phyllis, Awards Committee)

- a) Selection Criterion <http://www.bcasw.org/wp-content/uploads/2014/12/Selection-Crit-Distinguished-Service-Award.pdf>
- b) BC Nominations closed January 12, 2021

The CASW Distinguished Service Award is given yearly, on the occasion of the National Social Work Month (NSWM), to an individual or group of individuals selected from the

membership by each CASW Partner Organization. The criteria for nominations is established by each respective CASW Partner Organization. To this end, please consider this letter as the formal request to your Board/Council to select an individual or group of individuals to be honoured in your province/territory with the CASW Distinguished Service Award during NSWM 2021 (March). Along with the name of your selected honouree, thank you in advance for providing CASW with a short biography/article (approximately 75-100 words) and a photo of the selected person/group of persons for publication on the CASW Website. Deadline for receiving submissions is Friday February 12, 2021.

ACTION – Forward nominations to Dianne

13. Implementing the strategic plan, 2021-2024 (All)

a) Board, committee & branch reorganization (Phyllis & Carol)

- i. Cayce and Carol are updating
- ii. **ACTION** – Phyllis will send relevant documents to directors.

b) Operational plan in process (Dianne)

14. Next Meetings

Month	Board	Exec	Branch Reps
February		11th at 3pm	
March		11th at 3pm	
April	13th at 5pm		
May		13th at 3pm	
June	8th at 3pm	17th at 3pm	

15. Adjournment –

Cheryl Ash, Recorder

President's Report
January 12th, 2021

- 10 – Attended HSABC professional association meeting with Dianne
- 10 – Chaired BCASW Board Meeting
- 11 – Interview with Brie Welton, INFONews regarding regulation
- 12 – BCASW & BCCSW Meeting
- 12 – Interview with Ian Holiday, Bell Media, regarding regulation
- 14 – Dianne and I met with MCFD Minister Mitzi Dean
- 14 – Attended the Finance Committee
- 14 – Carol and I met with members of the MARC committee regarding advocacy concerns
- 15 – Attended the CPD committee
- 15 – Met with UBCO faculty & Cheryl regarding social work week in BC
- 15 – Chaired a meeting with branch & BCASW student reps
- 15 – Drafted and issued a media release supporting the RCYBC report
- 16 – Planning meeting with TN Rep
- 16 – Hosted an online event remembering Katherine McParland
- 17 – Met with VSS members regarding leadership
- 22 - Met with VSS members regarding leadership

Executive Director's Report
January 12th, 2021

Executive Director's Report December 11, 2020-January 12, 2021

In review, since our last Board meeting (13 days)

Operations: Services continue, Dianne Heath, Executive Director, working from home. Darren Usher, Member Services Coordinator will be out of the office until February 8, 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. November financials distributed. Draft budget worksheet sent to Treasurer. Deferred revenue 2019 was \$108, 000.00, 2020- \$120,000.00

- Database work with Guild continues
- 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
- Meetings with and information prepared for *Perspectives*, Finance Committees
- Insurance review completed for May and October renewals: 34 lapsed or not members- still gaining members as a result
- Promotions sales form updated
- *Perspectives* Bibliographies updated
- ARS for year end and reconciling the database
- Student mid-term evaluation completed

Promotion of the Profession: Meetings with Allies, Partners

- 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, 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.
- Social Work Week dates of March 14-20, 2021 confirmed
- Student Awards sent

Advocacy for Social Justice:

- Seniors CoP updated brief sent along with endorsement:
The BC Association of Social Workers supports the Recommendations in the Executive Summary prepared by the Action for Reform of Residential Care and request that we be added to the list of endorsers on page 3 or included as an additional endorser at your upcoming meeting with the Minister.

We thank you for your invitation and welcome the opportunity to add our attached brief as an addendum to the full report by your group, *Improving Quality of Life in Long Term Care – A Way Forward*.

Support for Members (1148 current)

- December Ebulletin Update opened at rate 50.41%, with 8.62% click rate. (Industry average is 30% and a good click rate is 7-6%). Rates are decreasing. Total last year- 15. As per policy governance, 8 required under operational plan. January Ebulletin in process.
- *Perspectives 2021* underway
- Membership consultations included insurance enquiries, small business start-ups, third party payer inclusion, cybersecurity, virtual practice conversion, private practice boundaries re referred former clients.
- Opportunity Ads posted on website
- FASW: 46 listings - increasing. Note CASW free six-month listing in *Psychology Today*
- Mentorship matches –three matches pending and Peer group re private practice start-up January 13, 2021, forms updated in language
- Agreement with Jack Hirose for member 20% discount advertised, partnership on DSM-5 webinar continues, consultation with BCCSW. New members starting to mention this discount as reason to join.
- FAQs for new website
- Revised BCASW peer group agreement
- Two scholarship applications processed and awards sent

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

- *Perspectives*
- *Perspectives* Billing
- Social work week promotions
- Year end completion
- *Ebulletin* communications
- Lobbyist registration updates monthly
- New website content transfer
- Database implementation
- Mentorship matches
- Records formerly in storage reviewed, digitalized and stored
- Prepare operational plan in accordance with strategic plan
- Webinar contract forms, disclaimer
- Authors' page for new website
- 2021 Budget implementation
- Next step for Indigenous working group
- By-law change vote to membership
- Website SEO optimization
- CASW Federation meeting

Submitted by Dianne Heath, MSW RSW