

BCASW BOARD MEETING Minutes
June 8th, 2021
Zoom



Attendance - Cheryl Ash (Secretary), Michael Crawford (President), Dianne Heath (Executive Director), Pam Miller (MAL), Phyllis Nash (Past-President), Carol Ross (VP & RDB), Glen Schmidt (CASW), Wendy Weeks (VI), Fiona Lewis (Treasurer), Kimberly Azyan (MAL), , Rae Morris (MAL), John Richmond (VSS), & Raymond Cauchi (Student)

Regrets – Lorry-Ann Austin (TN), Jas Hundal (FR), Tessa Murray (NW), Niki Hemstad-Lett (KTN), Karla Bloomfield (Northern) & Cayce Laviolette (MAL)

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 –

3. Adoption of April 13, 2021 minutes –

4. President's Report (Michael) - see attached

- a) A listing of major activities is enclosed below
- b) MCFD is engaged in a consultation examining the consequences of removing the exemptions in Social Workers Act Regulations. We were informed that we will soon be contacted with an invitation to participate. There are no plans to create a working group for this consultation as was done in 1998 with Jeremy Berland chairing the group and creating the Report of the Working Group on Regulation of Social Service Professions. Consultation with stakeholders will be on June 21 at 9:00 am.
- c) The MCFD coalition (BCASW, BCCSW, BCGEU, and six directors of schools of social work) have agreed to send a letter to the Minister of Health regarding the regulation of social work, MCFD, & The HP Act. I am currently drafting the letter, regarding revisions to the Health Professions act. Private Members bill by Green Party, will probably languish in the legislature.
- d) Dianne and I have been meeting with the BCCSW, BC Psychological Assoc, and the BC College of Psychologists. With the Board's permission we are working on developing joint statements/letters to the Minister of Health regarding revisions to the Health Professions Act and the creation of colleges with the inclusion of like-minded professions.
- e) Letter inserted in Perspectives regarding advocacy on social work regulation. Thx to Liz Jones and Phyllis Nash. Feedback from members?
- f) Statement on the found remains of 215 stolen children.

- g) Video contest to promote membership.
 - h) Social media – Facebook (1,164, +90), Twitter (294, +16), & Instagram (273, +23)
5. Executive Director's Report (Dianne) - see attached
- a) April finances come out today. Sitting in good standing
 - b) Database, website, and emails were affected by the Server. New website/database is coming along nicely. A voting platform will also be available.
 - c) Policy review still needs work.
 - d) Cross jurisdictional issues – members are struggling regarding de-professionalization. It is happening in non-profit as well as MCFD. Some members have been told to not use their RSW. BCASW can only support the members, and the regulators are very aware of this issue. Some provinces see practices much broader than other provinces. BCASW will continue to challenge de-regulation in BC. Collecting the information on Why regulation is important. Health Professions Act will also be beneficial for this issue.
 - e) HSA has a new president. The Allied Health Workplace consultation is on Friday, June 11.
 - f) Social Justice: request for interest to donate to the Tk'emlúps te Secwépemc survivor fund, \$6000.00.
 - g) Mentorship program has had spinoff groups evolving into mentorship groups. Also, a group for workplace mental health injury.
 - h) Working with BCCSW on changing from RSW to RCSW.
 - i) Insurance carrier has been bought out by Intact. The Trip program is restarting again and Perkopolis did not want to drop BCASW.
6. Treasurer & Financial Committee Report (Fiona & Dianne)
- a) Membership is driving force behind our successful year. 1189 members.
 - b) Salary increases for staff was approved and will show on the next financials.
7. CASW Report (Glen)
- a) BMG - New contractor working on revised code of ethics - \$90,000.00
 - b) OASW is back in the CASW effective April 1, 2021
8. Branch Updates (Branch Reps) - see attached
- a) Fraser River (Jessie) - regrets
 - b) Northern (Karla) - regrets
 - c) Northwest (Tessa) - regrets
 - d) Okanagan (Cheryl) – planning a branch breakfast for June
 - e) Richmond/Delta/Burnaby (Carol)
 - f) Thompson Nicola (Lorry-Ann)
 - g) Vancouver Island (Wendy)
 - h) Vancouver Sea to Sky (John) – has a meeting booked next week with MLA Nicholas Simons to discuss social work title Will also be meeting with several other North Shore and Vancouver MLAs
 - i) Kootenays (Nikki/Malorie)
9. Student Rep Report (Raymond) – have their Facebook page, and did a webinar on Autism, and a social on FB for students. Anna Jackson will be taking over the role as Student Rep at this AGM.

10. Committee Reports

- a) PD (Phyllis, Chair)
 - i. Integrating structural theory and social work practice – Heather Peters – Apr 15th (54 registered, 34 attended)
 - ii. Advocacy – (3/3-part series) Province Wide BCASW Initiative to Advocate for Mandatory Registration and Protection of Title – Carol Ross, Barb Keith, & Dawn Hemingway - May 20th (34 registered, 19 attended)
 - iii. Improving Quality of Life in Long Term Care – A Way Forward – Dr. Penny MacCourt – Free webinar on June 17th (19 registered)
 - iv. Providing New Tools for Ethical Practice in an Era of Fiscal Constraint – Merlinda Weinberg - Oct 16th
 - v. Cultural Adoption – Nov – Kathleen Westergaard
 - vi. Social Work practice with Sexual and Gender Minority Communities in COVID-19 pandemic – Antoine Coulombe and Hannah Kia -November 16th (date TBC)
 - vii. Motivational interviewing – Christine Urquhart – n/a. **Action:** Phyllis will follow up on the list
 - viii. The power of curiosity: Embracing practical spirituality – Maureen Smith – date?
 - ix. Research proposals
 - x. Cultural awareness
 - xi. Homeless crisis
 - xii. AGM guest topic/speaker not selected yet
 - xiii. Phyllis would like to step down from chairing this committee, but will be waiting until after the AGM
- b) Membership (Glen, Chair) – video contest to promote membership. Circulating a letter encouraging to connect with university in branch area, as well as social service diploma programs for orientations. Next meeting Sept 9th.
- c) Personnel/Human Resources (?)
- d) Health Advocacy Committee (Fiona, Chair) - issued a press release regarding survey on discharging people into homelessness. Hosting Penny MacCourt's webinar.
- e) Free webinars are advertised in the eBulletin prior to the webinar. Paid webinars are advertised differently, ie: email. **ACTION:** Michael will send out a note.
- f) Primary Care Ad Hoc (Cayce, Chair)
- g) Multiculturalism & Anti-racism (Marisa Tuzi & Jhevoi Melville, Co-chairs)
- h) Advocacy Circle (Carol, Chair) – the webinar series will continue in the fall. There has been a request for the ethics of advocacy. Recruitment continues within the circle. Encouraging SW to meet with MLAs (in pairs) to advocate for protection of title. Always looking for new recruits!
- i) Senior's Interest (Alison Leaney, Chair & Kimberly Azyan, Board Liaison)
- j) Editorial/Perspectives (Heather, Chair & Dianne)
- k) Awards (Phyllis, Chair)
- l) Nomination (Phyllis, Fiona) – need a couple of more people to sit on the nomination committee. You can't sit on the committee if your position term is up and you are continuing to run for the position. Opportunity to look at committee chairs.
- m) Indigenous Advisory Group (Michael & Dianne)
- n) Governance (Pam, Kimberly, & Dianne)

- o) Other: 2021 Rosemary Brown recipient Dr. June Francis. Melanie Mark was the keynote speaker.
11. Statement regarding the found remains at Tk'emlúps te Secwépemc and the BCASW financial contribution (All)
- a) Decision-making & inclusion – Michael apologized for not including all board members in the decision making of the letter and the donation to the Tk'emlúps te Secwépemc fund. Discussion: it was time sensitive, and that it was well written but the opportunity for the board to become more aware, the history, our involvement, and involved in building the statement was missed.
 - b) Reconciliation and action – **ACTION:** The board will send the \$6000 donation to the Residential School Survivor fund, recognizing that there are unmarked graves all over this province.
 - c) Board education & cultural training/awareness: Work to increase diversity on the board, and create opportunities at the board level to have difficult conversations, and that the emphasis should be on the board as a whole, and try to implement these things as we move forward after the AGM.
12. MARC/ARCA (Marisa & Michael)
- a) Has the BCASW thought of releasing a statement on the current wave of Anti-Asian racism?
 - b) Change of name – Committee for Anti-Racism and Cultural Advocacy. TOR does not change. **Action:** the board would like to hear from the committee for the rationale and clarification on explanation and transition statement. Michael will follow up.
 - c) Letter to BC Premier John Horgan (attached) – John, Michael and Carol will meet with ARCA regarding an advocacy strategy
13. Implementing the strategic plan, 2021-2024 (All)
- a) Board, committee & branch reorganization (Phyllis & Carol)
14. AGM (Dianne & all)
- a) Notice
 - b) Nominations
 - c) CPD, speaker recommendations: Michelle Good author of *Five Little Indians*, great speaker. **ACTION:** send speaker suggestions to Dianne and Michael.
 - d) Awards – Nominations for Inspiring Social Worker
 - e) Format
15. Board assessment/evaluation (Michael, Phyllis, Fiona)
- a) Anyone have expertise in this area?
 - b) Suggestions: Can send out a form for board evaluations
16. An invitation to BCASW to support "Decriminalization Done Right"
- a) Should BCASW support this action? **ACTION:** yes
 - b) <https://www.drugpolicy.ca/decriminalization-done-right-a-human-rights-and-public-health-vision-for-drug-policy-reform/>

17. Next Meetings

Month	Board	Exec	Branch Reps
June	5pm, Tues, June 8, 2021	3pm, Tues, June 15, 2021	
July			
August			Doodle for late August mtg
September			
October	1pm CPD & 3pm AGM, Friday, Oct 22, 2021		
November			
December			

18. Adjournment – 445pm

Cheryl Ash, Recorder

BCASW President's Activity April 13, 2021 to June 8, 2021

April

- 15 – Consultation re; MCFD with Dianne & Pam Miller
- 15 – Attend membership meeting
- 15 – Host structural theory webinar
- 19 – Consultation with Douglas College re: MCFD
- 20 – Finalized Janusz Korczak Association of Canada Award – Zoom meeting
- 20 – Attended continuing professional development meeting
- 21 – consultation with BC Leg committee clerk regarding broadening consultation on reforming the Police Act
- 22 – Zoom meeting with BC Psychologists Association
- 22 – Zoom meeting with MCFD Coalition
- 28 – Attended BCASW student reps meeting
- 30 – drafted and sent letter to MCFD on behalf of the MCFD coalition

May

- 4 – Meeting with Advocacy Circle
- 5 – Hosted a meeting of the BCASW Branch Reps
- 7 – Attended BCCSW AGM
- 11 – Attended joint meeting of psychologist and social workers colleges and associations
- 11 – Attended Finance Committee
- 12 – chaired BCASW Exec Mtg
- 13 – drafted MCFD advocacy letter to insert in Perspectives
- 17 – Attended TN Lunch'n'Learn
- 18 – drafted (with Fiona) HAC media release

- 18 – attended joint meeting with BCCSW, psych assoc, and psych college
- 19 – hosted advocacy webinar practice session
- 19 – attended mtg with BC Greens to discuss private member's bill
- 20 – participated in advocacy webinar with Carol, Barb, and Dawn
- 24 – chaired meeting with BCASW board members unable to meet on May 25, 2021
- 25 – finalized advocacy webinar evaluation
- 25 – drafted letter to media regarding - <https://www.citynews1130.com/2021/05/21/bc-indigenous-children-iud-forced/>
- 27 – Attended membership committee meeting
- 27 – Media interview with Vice.com's Brishti Basu re: IUD
- 28 – Attended BCASW student rep meeting
- 31 – Media interview re: IUD & MCFD, Jamie Mauracher, Global News – 416.998.1308
- 31 – Consultations with Indigenous Advisory Committee and Indigenous social workers regarding the BCASW statement on the found remains of 215 children in Kamloops

June

- 1 – drafted BCASW statement on the found remains of 215 children in Kamloops
- 1 – attended CPD committee mtg
- 1 – Attended meeting with BCCSW, Psychological Association and College of Psychologists
- 2 – Attended several sessions of the HSABC convention
- 8 – Chaired the BCASW Board mtg

Executive Director's Report April 14- June 8, 2021 Board Meeting (Special Board Meeting May 5)

In review, since our last Board meeting

Operations: Services continue, Dianne Heath, Executive Director, working from home. Wednesdays are currently taken as vacation days. Darren Usher, Member Services Coordinator, works from the office, Monday AM, all day Tuesday and Wednesday, Thurs AM. Kelly Guiaya, will begin her MSW practicum through UFV mid-September with BCASW.

- Financial Report: The application for CEBA resulted in \$40,000.000 loan, of which \$30,000.00 is repayable by December 2022 providing conditions are met. Revenue from opportunity ads \$14,790.00 compared to total \$16,230.00 for 2020. CASW first quarter dues paid \$14,911.00 (cleared). Vancity account operations currently just over \$196, 000.00. Options for transferring \$50,000.00 to an investment account, for one year term to replace contingency fund cashed in 2018 to be explored.
- Database work with Guild continues- initial data transfer
- Dynaworx server was down earlier this month- some advantage to different platforms
- The website, now on the pre-production site requires standardization of frequent content entries (cpd, news, to use format of job postings) for ease of posting. This will be followed by completion of content entry, Enginess to review the site and make adjustments, link to database, re-review (BCASW to go through the site again), go live planning
 - a. DNS change
 - b. SSL update
 - c. Propagation monitoring
- 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
- *Perspectives* spring/summer - Theme: *reflections on inequalities exposed by the pandemic, what social work has learned, and how we can and should move forward to create a better and more caring society post-pandemic.*
- Reviewed policy governance documentation for suggested updates- suggest Board Development workshop on this topic in 2022
- Policy/procedures re advertising revenue discussion with OASW and CASW

Promotion of the Profession: Meetings with Allies, Partners

- Planning with BCCSW re joint presentation to social workers planning to work on RCSW designation. Webinar set for June 30, 5:00 PM.
- Discussion with BCCSW re cross jurisdictional issues and impact on employment and contracts
- Reporting monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
- Student Awards sent
- [Janusz Korczak Association](#): social worker award finalized (to be presented March 2022)
- Met with MCFD Coalition re mandatory social work regulation
- Meeting with BCPA and CPBC on points of agreement re possible inclusion in new college
- Meetings with Sonia Furstenau and BC Green team re PMB
- Masks with this year's theme sent out
- Planning for Inspiring Social Worker of the Year Award- posted on web
- Attended BCCSW AGM

- National CEO/ED Social Work Organizations Meeting - Friday April 16

Social Justice

- Advocacy Circle webinar, attended
- Joint letter with President to members sent with *Perspectives*
- Donations to the BCASW contribution to the fund set up by Tkemlúps te Secwépemc

Support for Members (1187 current)

- May Ebulletin opened at rate 60.57%, with 10.70 % click rate. (Industry average is 30% and a good click rate is 7-6%). June Ebulletin 56% with 13% click rate. (Hotmail and outlook servers screened out 76)
- Statement on Residential School finding the 215 children- 66% opened (shaw server screened out)
- Membership consultations included responses to statement, questions re MCFD advocacy update letter, insurance enquiries, small business start-ups, third party payer inclusion, cybersecurity, virtual practice conversion, ethics, student informational interviews. Members of public- regulation, resources. Ethics/Standards topic: EAP's, some non-profits, emergency service denying need for registrants to observe cross-jurisdictional regulations with impact of registrants not being hired, let go, considering not using or dropping credentials. National practice increasing with online services.
- FASW: 48 listings
- Mentorship matches – 14 requests so far this year, members taking part in group increasing Peer group re private practice meets on the third Thursday of the month at 12 noon, Q&A sheet developed for new members prior to their first meeting. 23 members interested or attending. Some members planning a peer supervision group spin-off. Although some consultation on setting up the group was provided, this will not be a BCASW group. This group is already full and may be taking a waitlist. Peer support group planning discussions- part of mentorship program.
- Attended internal meetings: CPD, Membership
- Contracted with Merlinda Weinberg and advertised for ethics workshop
- Scholarship applications processed, awards sent, MB notified- five so far this year.
- Affinity Programs (two provide revenue): Johnson Insurance bought by Intact Financial Corporation, largest provider of property and casualty (P&C) insurance in Canada, TRIP merchant to begin in fall with new platform, high usage of Perkopolis by members

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

- *Perspectives* Billing
- *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
- Legal and insurance consultation: webinar disclaimer, *Perspectives* article ownership statement and copyright, BCASW liability and insurance for online groups, statements for peer groups.

- Website SEO optimization
- Policy governance and procedures review- updates, working from home/personnel policies, roles and memberships for practice interest groups/committees, reconcile with current practices and operations, ad policy and procedure
- Further conversations and points of agreement with social work and psychology associations, FACTBC
- Meeting with Allied Health committee, MoH re workforce planning
- HSA bi-annual meeting
- AR processing
- Investment consultation with VanCity
- CASW bi-annual report
- BC Associations Leads meeting June 18

Submitted by Dianne Heath, MSW RSW

Additional Information:

1. BCASW wrote in support of this project and consulted on a mentorship program.

Dear Colleagues

Thank you again for your support and guidance to develop the BC portion of the collaborative proposal between the Centre for Effective Practice, Pain BC, and the Atlantic Mentorship Network – Pain & Addiction. I am delighted to inform you that our proposal to develop adaptive mentoring networks in the provinces of Newfoundland and Labrador, Prince Edward Island, New Brunswick and British Columbia was successful! The three collaborating organizations are planning a project kickoff meeting soon and we look forward to updating you as plans unfold.

The planned networks will support primary care providers' capacity to provide compassionate and effective care for Canadians living with chronic pain, substance use and/or mental illness. The establishment of these programs is made possible through a four-year funding agreement from Health Canada's Substance Use and Addictions Program.

Health Canada announced this funding May 5th as part of [a press release from Health Canada](#) focused on the public release of the Canadian Pain Task Force's third and final report [An Action Plan for Pain in Canada](#).

2. Cross Jurisdictional Practice

As employers providing national services or expanding may hire non-regulated counsellors instead, it is a matter of public safety for the BCCSW to consider. Also, Canada needs national permissions for emergency work (similar to US?).

May 20th, 2021

To the Premier of British Columbia, The Honourable John Horgan
To Rachna Singh, Parliamentary Secretary, Anti-Racism Initiatives, BC

The BCASW's Committee for Anti-Racism and Cultural Advocacy (ARCA) encourages the government of British Columbia to take a stand against Quebec's Law 21. Our Committee has been protesting this law since 2014 when in its infancy it was called Bill 60, the Quebec Charter of Values.

In its present form, La loi sur la laïcité de l'Etat, also known as the Secularism Law, bans public/civic employees from wearing religious symbols in the workplace, including kippas, turbans, crosses and hijabs. This would mean, for example, if our Honourable federal NDP MP, Jagmeet Singh, lived in Quebec he would not be allowed to work as a police officer, to be a teacher, a lawyer, a judge or a school principle because he wears a turban!

As Social Workers our Code of Ethics commits us to the principles of human rights, social justice and the protections of vulnerable minorities. As Social Workers we oppose any legislation which limits the rights of citizens based on their religion, race, cultural identity, gender, sexual orientation, disability or economic class. As such, we view Law 21 as unconstitutional under the Canadian Charter of Rights and Freedoms.

We remain alarmed by the calculated use of the "notwithstanding clause" in the passing of a law which supports systemic racism and religious intolerance.

We also remain concerned by the uneventful political opposition against this law from our provincial Premiers. It's important to the citizens of BC to have a Premier who understands how such a law, albeit in a far-off province, creates an erosion in the protection of human rights and freedoms not only in that province, but right across Canada. It's important to us that our NDP government protects us from the rising Anti-Muslim and Anti-Semitic hate which has been growing not only in Quebec, but right across Canada and in BC.

We welcome an opportunity to hear from you about the Anti-Racism initiatives which are being considered regarding our expressed concerns.

Sincerely,

BCASW's Committee for Anti-Racism & Cultural Advocacy