

**BCASW BOARD MEETING AGENDA**  
**November 24, 2022**  
**Zoom**



Attendance – Kelly Guiaya (MAL), Angela Boutilier (NW), Michael Crawford (Pres.), Alyson Gracey (MAL), Dianne Heath (ED), Phyllis Nash (Past-Pres), John Richmond (VSS), & Glen Schmidt (N & CASW Rep)

Regrets – Fiona Lewis (Treasurer), Cheryl Ash (OK & Sec), Lorry-Ann Austin (TN), Amanda Cama (Student Rep), Rae Morris (MAL), Cayce Laviolette (VP), & Robin Love (VI), & Susan Soloman (MAL)

1. Recognition of Traditional Territory (Michael)

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 First Peoples and commit to genuine and ongoing work to forge real understanding, and to challenge the legacies of colonialism.

**ACTION:** Kelly will locate, and forward to Board members, a territorial acknowledgement that includes Metis and Inuit peoples.

2. Review of agenda – Accepted

3. Acceptance of September 10, 2022 - Accepted

4. Welcome –

- a) Kelly Guiaya (MAL), Susan Soloman (MAL), Robin Love (VI), and Amanda Cama (Student Rep)
- b) New Board member orientation follows this meeting or as planned by participants

5. President's Report (Michael) -

a) [MCFD Consultation on social work oversight](#) will open public feedback and written submissions in mid-December and close the consultation in mid-January. They report in May. The Advocacy Circle will work with [NewMode](#) to launch a letter writing campaign by members

b) MCFD CPD & social media request on hold, following a meeting with MCFD's Dir of Child Welfare Cory Heavenor and ADM Carolyn Kamper, until Michael, Dianne, and Phyllis can meet to discuss.

**ACTION:** Michael will arrange a meeting after January 16, 2023 as noted above.

c) [Health Professions and Occupations Act](#) was introduced in the BC legislature, debated, and it will be passed this week.

The HPOAct is 645 clauses in length.

BCASW meeting with Ministry of Health Director of Regulation for a briefing on the HPOAct. Two BCASW members have expressed concern that Health might impose vaccine mandates on regulated health professions. Both have additional concerns about boards being appointed by government rather than elected by members. They both requested that the

BCASW advocate that the profession be regulated under the current Social Workers Act under MCFD.

**DECISION:** That the BCASW Board continue lobbying for the inclusion of social work regulation under the Ministry of Health and the Health Professions and Occupations Act.

- d) New BC Cabinet will be announced on December 7, 2022
- e) Michael is consulting with
  - i. BCASW members in early December (see December eBulletin)
  - ii. coalition members (e.g. school of social work, BCGEU)
  - iii. with allies (e.g. HSABC, DocsBC, etc)
- f) Dianne and Michael met with Vancouver Councillor Lisa Dominato regarding [motion to hire 100 police officers and 100 nurses](#).  
**ACTION:** Councillor Dominato is setting up a meeting with BCASW (Dianne, Michael, and John), her Chief of Staff, and a representative for Vancouver Coastal Health when the BCASW will promote the profession in this initiative.
- g) Michael attended several BCASW meetings since the last Board meeting – Finance, Advocacy, Seniors CoP, Health Advocacy, CPD, ARCA, Membership, and TN Branch
- h) Media – CBC’s Lindsay Bethany “[‘Where’s the accountability?’ Families and First Nations call for full regulation of social workers](#)”
- i) Statements – [Health Professions and Occupations Act](#)
- j) We consulted on the BC government report “[Closing gaps, reducing barriers: Expanding the response to the toxic drug and overdose crisis](#)”
- k) Board training on Indigenous matters, decolonizing the BCASW, setting an agenda for reconciliation, etc.  
**ACTION:** Michael and Dianne will present a proposal to the January Board meeting regarding type of training, facilitator, timing, and cost
- l) Letter with LEAF to MCFD “[‘B.C. child welfare system unfairly ‘policing and surveilling’ families, groups say](#)”
- m) BCASW Board members, some committee chairs, and some members with expertise in ethics are meeting with CASW and Barnes Management Group to discuss the proposed code of ethics on December 13th

6. Executive Director’s Report (Dianne) - see attached report

- a) Due diligence training  
**ACTION:** Dianne will contact new Board members and set up a time for an introduction to the role of a BCASW Director

7. Treasurer & Financial Committee Report (Fiona & Dianne)

- a) I did not yet receive any updated financials so there is not much to add to the last meeting’s report.
- b) I do know that our projected surplus will be going up due to the fact that the in-person board meeting did not happen this year. This will add approximately \$8,000 to the projected surplus of \$20,000.  
**ACTION:** Dianne will present a draft budget to the BCASW Executive Committee on December 14, 2022

8. CASW Report (Glen)

- a) The CASW Board met in Ottawa on October 22. Barbara Whitenect of New Brunswick was elected Vice-President and Glenda Webber from Newfoundland and Labrador was

elected Treasurer. Joan Davis Whelan continues in her role as President. The Board reviewed the existing ends (goals) of the CASW in conjunction with the recommendations from the organizational review that was conducted by Barnes Management Group. A small ad hoc committee was formed to determine which recommendations can be used as the Association moves to develop a new strategic plan.

- b) An update was provided about the Code of Ethics. The plan is to have this ready for approval at the June 2023 Federation meeting which will be held in Ontario. Provincial Focus Groups will be held and BCASW Board members along with key members will participate.
- c) The Executive Director, Fred Phelps, provided information on the negotiations related to the fee formula that is assessed on each federation member group. As noted in previous reports, the decoupling of the regulatory and association functions in Alberta (effective 2023) may result in a loss of \$108,000.00 in revenue for the CASW. A number of different options are being considered such as staff layoffs and a fee assessment increase.
- d) The CASW has contracted with an organization called the Public Studio. The Public Studio will design promotional material for Social Work Week 2023 as well as additional promotional material over a two-year period. The theme for Social Work Week will be determined later this year.
- e) The Board was presented with a draft paper titled Reparations for Social Workers of African Descent. The CASW worked with Senator Wanda Bernard to look at social work's impact on the Black community and Black social workers in Canada. This process involved initial work with the Association of Black Social Workers from Nova Scotia. The draft paper was developed by Dave Este, Chris Walmsley, and Aliyah Campbell.
- f) Fred Phelps provided an update on the CASW Internationally Educated Assessment Service. The demand in this area has grown. In 2021 the CASW completed 341 reviews. Since January 1, 2022, the CASW has processed 356 applications. Ontario accounted for 168 and Alberta 45. Hong Kong applicants account for the largest group – just over 45% while the second largest groups of applicants are from India (22.58%).
- g) Fred Phelps provided information on negotiations with Alberta and Quebec. The new Alberta Association is likely to join the CASW. This may also be the case with Quebec. Quebec held an organizational meeting in November. At this time there are about 600 Quebec social workers interested in forming an association. The CASW office continues to provide support. The Order has not contributed either negatively or positively.
- h) Liability Insurance that is negotiated by the CASW will likely see a small fee increase this year. This is consistent with insurance globally, which has seen increases in premiums due to an increase in disasters that affect the broader insurance industry.
- i) The next in-person Federation meeting is scheduled for June 10 and 11 in Toronto. The Ontario Association is hosting the first National Federation meeting since rejoining the CASW.

#### 9. Branch Updates (Branch Reps) –

- a) Fraser River -
- b) Northern (Glen)

The Northern Branch continues with its regular monthly meetings. We have a slow but steady increase in attendees. During COVID we were down to as few as three members attending a meeting. Our November meeting saw nine attendees, eight in-person and one via Zoom. Chuck Fraser delivered a presentation on self-care and strategies for self-care. It

was well received by the people in attendance. Chuck is a past recipient of the Distinguished Service Award and the Bridget Moran Award. He currently works in private social work practice. In October Dalton Chiuppi spoke to our Northern Branch and talked about helping men to express their feelings. Dalton hosts a podcast in which he tries to promote more honest openness, especially among men.

The Branch has planned its annual Christmas gathering. Prior to COVID we always selected a local agency, usually a small non-profit, and we met over lunch for a light meal and made donations to the agency. This year we will meet at the Connective Support Society, a non-profit that provides transitional housing and outreach services. We've had some preliminary inquiries from UNBC Social Work students, and they may want to join us in this activity.

c) Northwest (Angela)

Peer Consultation Meetings put on hold due to low attendance. Unsure of what to do next. In October - Branch Rep met with UNBC 4th Year BSW Students at the Terrace Campus to review and encourage participation in the BCASW.

Branch Rep met with Coast Mountain College Social Service Worker Certificate students to review and encourage participation in the BCASW.

Starting preparation for the Social Work Week Activity of the UNBC Terrace Campus BSW Graduation ring ceremony.

d) Okanagan (Cheryl)

e) Richmond/Delta/Burnaby

f) Thompson Nicola (Lorry-Ann)

We added third-year TRU student Shannon Bull to our Executive Committee and recently welcomed back Sue Peterson

Following up on our wildly successful social in October, the branch is planning another student/ practicing social worker social mixer for early December. Recently graduated social workers will share with students their experience of transitioning from school to practice. We also have an exciting Lunch'n'Learn in December and Interior Health social workers will share their responses to the toxic drug supply in our region.

Finally, planning is underway for an in-person spring professional development workshop!

g) Vancouver Island (Robin)

h) Vancouver Sea to Sky (John)

John has met individually with many VSS members and with social workers at Lions Gate Hospital. There seems to be an interest in VSS webinars. John and Amanda spoke to UBC social work students today regarding the BCASW. The students are interested in a social event in early 2023.

**ACTION:** Alyson would like to work with John on VSS events

i) Kootenays

10. Student Rep Report (Amanda Cava)

a) On October 3rd, we had our first student representative meeting. Unfortunately, only a few of us were in attendance, all from UBC Vancouver. Since that meeting, we have established two other student representatives from UFV and UNBC. Both will join us for our second meeting this Tuesday, November 29th, at 6:30 pm. I plan to chat with these representatives during the session to determine what their school bodies are up to. I also will be reviewing the terms of reference in the meeting.

b) Some action items set during the October 3rd meeting were getting the student's IG and FB active, which has been accomplished. I have taken on this role and posted student member

benefits to the account. I am currently re-designing the student benefit document, and I will have something to present in our meeting on Tuesday evening.

**ACTION:** Amanda will ensure that Dianne is consulted on the development of the statement of student members benefits

- c) This afternoon John Richmond and I will be presenting a student membership information session at UBC. Hopefully, we will get some interest from students this evening.

#### 11. BC Social Work Week planning (all)

- a) Dates in March 2023

**DECISION:** That BC Social Work Week be held March 19 – 25, 2023

**ACTION:** Dianne will request that MCFD declare March 19 – 25, 2023 as BC Social Work Week and ask them to consider reflecting Indigenous culture in the declaration

- b) CASW theme/BC theme

**ACTION:** Dianne will bring a recommendation on theme to the January 2023 Board meeting following her involvement with the CASW group working on this matter

- c) Suggestions for main speakers. We are looking for an uplifting speaker. Minister of Housing?

**ACTION:** Kelly will approach UFV social work grad, Chef Derek Epp, Tzeacthen First Nation

- d) Webinar topics

**ACTION:** John will contact possible presenters through the BC's Non-Profit Housing Association

- e) Volunteers for organizing social worker panels for students

**ACTION:** Michael will ask members to join an ad hoc committee to plan BC Social Work Week

#### 12. Committee Reports

- a) **ACTION:** Michael will include an item on the January 2023 Board meeting asking all committee and communities of practice to prepare a statement of goals for 2023

- b) CPD (Phyllis Nash)

- i. The AGM presentations by Kathleen Cashin & Laura Honey (Inspiring Social Worker Award) and Elizabeth Jones (BCASW Lifetime Achievement Award) were excellent.
- ii. Thanks to John Richmond for presenting on surviving a stroke. He received excellent reviews from participants.
- iii. CCMI workshop on Motivational Interviewing has been completed and the Trauma-Informed practice workshop is underway with 24 registrants. We are meeting with CCMI in early December to discuss content and focus for the Brief Interventions workshop.
- iv. Tommy Spence, MSW, RSW will present a webinar on narrative therapy in February.
- v. There are several other webinars in development including advocating with MLAs, seniors, homelessness, and hospital discharge, EMDR, two-spirited social work, and more
- vi. We will be reaching out to social work faculty holding BCASW membership and inviting them to present a webinar
- vii. We are sad to see Jess Holtslander leave the BCASW. We thank her for her excellent work with this committee and we wish her well in her new endeavors.

- c) Membership (Kelly) –

- i. The committee met on Monday November 7th, 2022. It was Kelly's first meeting as the new Chair. Thanks to Glen, Michael, and the other committee members for their support.
  - ii. The priority for the committee currently is to develop a strategy to engage with students and post-secondary institutions on student member recruitment.
  - iii. There is a draft proposal in the works focusing on establishing agreements with post-secondary institutions in which all social work students become student members upon admission to their respective social work programs. This is still in development and discussion at the committee level.  
**ACTION:** The Membership Committee will present a proposal for this initiative at the January 2023 Board meeting
  - iv. The committee is pleased to see that the membership numbers continue to increase with the last count being 1,374 members currently, including 134 student members.
  - v. The next meeting is scheduled for Monday January 9th, 2023 at noon, via zoom.
  
- d) Personnel/Human Resources (Fiona, Chair)
  - i. We have each done our first review of the new HR manual. We are meeting in the next week or so to consolidate our feedback before sending it back to staff.
  
- e) Health Advocacy Committee (Fiona, Chair)
  - i. We scored an advocacy win with regards to Adrian Dix's announcement that they will be creating regional and provincial family councils for long term care. This is something that both the Health Advocacy Committee and the Seniors Community of Practice lobbied for, in collaboration with Penny McCourt's group ARRCBC.
  
- f) Anti-Racism & Cultural Advocacy (Sri Pendakur & Jhevoi Melville, Co-chairs and Michael, Board Liaison)
  - i. UBCO social work faculty Shirley Chau is a member of the BC Anti-Racism Data Committee and will present to ARCA members in March 2023
  - ii. VPD is still considering how to work with ARCA regarding their Anti-Racism Toolkit
  
- g) Advocacy Circle (Barb Keith, Chair & Michael, Board Liaison)
  - i. The Advocacy Circle has embarked on a new venture to gather written instructions for Advocacy Tools. To date, three documents have been added to our 'recipes' file:
    - List Serves Advocacy Tool
    - Personal Experience as Advocacy
    - MLA Briefing Note
  - ii. Once completed and approved, they will be added to the Advocacy Section of the BCASW Website. I encourage you to add your ideas and expertise by writing how-to instructions for a particular advocacy activity. A list of possible advocacy tools and a format to guide your work is available to ensure some consistency. Please include an example that demonstrates what the tool looks like in practice for clarity.
  - iii. The Advocacy Circle is also developing an ongoing Advocacy column in Perspectives. If you are interested in writing, sharing, or seeing something shared in the column, please let us know as this is a collaborative endeavour.
  - iv. New things coming your way,
  - v. Contact Barb Keith at: socw2011@gmail.com

- h) Seniors Issues CoP (Alison Leaney, Chair, Board Liaison needed)
  - i. We scored an advocacy win with regards to Adrian Dix's announcement that they will be creating regional and provincial family councils for long term care. This is something that both the Health Advocacy Committee and the Seniors Community of Practice lobbied for, in collaboration with Penny McCourt's group ARRCBC.
- i) Retired social workers (Carol Chair, Board Liaison needed)
  - i. Michael reported that the group met earlier this month and continued discussion on [Humankind](#).
- j) Editorial/*Perspectives* (Heather, Chair & Kelly, Liaison)
  - i. The committee is seeking article submissions for the Winter issue of *Perspectives*. The deadline for submission is December 1, 2022. Please feel free to connect with *Perspectives* Editorial Committee Chair Heather Lamb at Heather.Lamb@alumni.unbc.ca if you, or any other members, are interested in writing an article.
- k) Awards (Phyllis)
  - i. No report
- l) Indigenous Advisory Group (Michael)
  - i. Meeting with Elaine Herbert and Susan Soloman in early December to discuss
  - ii.
- m) Governance (Pam & Dianne)
  - i. Dianne will support this initiative after the database project is completed.
  - ii. Policy governance
  - iii. Personnel policies
  - iv. Operational procedures
  - v. Terms of reference
  - vi.
  - vii.
- n) Reorganization (Cayce)
  - i. The committee met earlier this week and continued to discuss if the current structure/organization facilitates the achievement of the BCASW's goals or serves as a barrier
  - ii. The Committee will meet again in early December
- o) Nomination committee (Phyllis)
  - i. No report

### 13. Next Meetings:

- a) Next Board meeting will be a hybrid meeting in Vancouver 1pm, Friday, January 27, 2023, to 3pm, Saturday, January 28, 2023. Directors may attend the meeting in person or online via Zoom.

Month	Board	Exec	Branch Reps
November	6pm, Thurs, Nov 24, 2022	Noon, Wed, Nov 9, 2022	
December		Noon, Wed, Dec 14, 2022	
January	1pm, Fri, Jan 27, 2023 to 3pm, Sat, Jan 28, 2023		
February		X	
March	X		
April		X	
May	X		
June		X	
July			
August		X	
September	X		
October	AGM	X	
November	X		
December		X	

14. Adjournment – 815pm

Michael Crawford

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Recorder

**Executive Director’s Report September 10-November 24, 2022  
Board Meeting**

In review, since our last meeting, activities included:

**Operations**

Services continue, Dianne Heath, Executive Director, working from home, Darren Usher, Member Services Coordinator, works from the office, Monday -Thursday mornings, Jess Holtslander, Communications Coordinator & Administrative Assistant, 14 hours/week, working remotely.

- Domain name transfer for website to Enginess and SSL optimization
- We continue to correct and update report functions on the new database
- Members list sent to CASW monthly, to branches upon request
- Job and CPD postings- revenue –over \$35,000.00 currently
- About \$160,000.00 deferred revenue to this year- a healthy amount. \$50,000.00 invested in contingency fund and the same amount rolled over in investments at a higher interest rate
- New lease with Northlands, sharing with Speech and Hearing BC
- The shared space is 878 sq. ft. (More space; room for meetings and storage). Moving the BCASW office to Suite 410 is pending- December 1-9



- Gifts/payments sent to webinar and AGM presenters, leaving Directors
- AGM and preceding event with Award recipients Elizabeth Jones, Kathleen Cashin, Laura Honey
- Began policy governance draft review- governance, personnel, operations to be separated
- Staff support for re-org, membership, executive, cpd committees
- Jess is leaving her position at the BCASW at the end of the year. She will continue volunteering as a mentor. We will include the position in budget 2023.
- Darren is on vacation until the end of November
- Dianne took three days vacation in November and will need to carry some vacation days over to 2023

### **Promotion of the Profession**

- Reporting monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
- Update meeting with the Provincial Health Care Social Work Working Group- Competency Tool
- Completed survey re new CASW Code of Ethics
- Conversation with Jim Campbell, BCASW member re RCSW designation history
- Met with Deepy Sur, OASW re RCSW process in BC and funding from Ontario government for CPD
- Attended award webinar- THE JANUSZ KORCZAK ASSOCIATION OF CANADA AWARD to Adrienne Montani
- Met with Psychology re new Health Professions and Occupations Act
- CASW ED's meeting
- Met with CASW working group to determine messages for next year's theme

### **Social Justice**

- Attended Collegial Webinar- Surviving Stroke.

### **Support for Members (1388 current)**

Numbers continue to steadily increase.

Engaged membership- multiple activities including high open and click rates on *eBulletin*; requests for inclusion or more information; increasing office consultation phone call requests and emails; attendance at CPD events; participation in mentoring programs, both individual and group.

- Monthly *eBulletins*- on average, double industry averages (Industry average is 30% and a good click rate is 7-6%). Unsubscribes rare.
- Membership consultations included questions re, cross jurisdictional practice insurance, out of province inquiries re registration, small business start-ups, third party payer inclusion, CASW resources, Members of public- resources, complaints
- Mentorship Program (October)
  1. Starting a Private Practice Peer Support – 120 members signed up (meeting range from 10-20 members) – 9 members moved past starting a private practice and left group
  2. RCSW Peer Support – the initial group has split into two groups: RCSW Application Peer Support Group (29 members) and RCSW Advocacy Group (12 members - developing an advocacy and promotion strategy to present to the BCASW Board) meetings continue monthly, but the groups took a break in August.

3. Supervisors Peer Support – 9 members signed up and the group is developing an information sheet for BCASW members looking to become supervisors – 3-4 members attend monthly meetings
4. 1-1 mentoring Program – no new mentors signed up – 9 new mentees connected in 2022, none pending  
All peer mentoring groups are held on Thursdays, resuming in January
  - Advertised webinars
  - *Perspectives* Autumn edition sent out
5. Life and critical illness insurance launch- Sept in *Perspectives* with AI (members request)- admin fees revenue
6. Scholarships awarded to members
7. FASW listings- 69

**Priorities: Continue initiatives under strategic plan and sustain current levels of service**

- Vacation
- Report testing
- New Board orientation
- eBulletin
- Records formerly in storage reviewed, digitalized, and stored or shredded
- Legal and insurance consultation: webinar disclaimer, *Perspectives* article ownership statement and copyright, BCASW liability and insurance for online groups, statements for peer groups, collection of identity data
- Website SEO optimization
- Policy governance and procedures review- updates, roles, and memberships for practice interest groups/committees, reconcile with current practices and operations- Pam Miller will assist
- AR processing
- Request *Balance* image rights for use from Dylan Thomas
- Review practices and draft policies re identity information collection
- Office re-location
- Plan workshop for Board to prepare for truth and reconciliation discussions “the importance of spending time in internal dialogue on truth and reconciliation”
- Implementation plan for 2023 strategic goals
- Operational review of mentorship program planned. (Update numbers and info for mentors, plan for needs for support- resources, peer group, webinar, etc.)
- Insurance audit
- Rachel Andor from UFV will join us in January for her student placement

Submitted by Dianne Heath, MSW RSW