

## BCASW BOARD MEETING MINUTES

January 17, 2022

Zoom



Attendance – Cheryl Ash (OK & Sec), Kimberly Azyan (MAL), Alyson Gracey (MAL), Dianne Heath (ED), Cayce Laviolette (VP), Phyllis Nash (Past-Pres), Glen Schmidt (N & CASW Rep), Fiona Lewis (Treasurer), Tessa Murray (NW), Whitney Anderson (VI), Kelly Guiaya (Practicum Student), Anna Jackson (Student Rep)

Regrets – Michael Crawford (Pres.), Carol Ross (RDB), Rae Morris (MAL), Niki Hemstad Leete (KTN), & Jas Hundal (FR), John Richmond (VSS), Lorry-Ann Austin (TN),

### 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 – **approved**

### 3. Adoption of November 15, 2021 minutes – **approved**

### 4. Welcome - Cayce

### 5. President's Report (Michael - regrets) - see attached

- a) MCFD indicated that they are launching the consultation on regulation this month and that we will be invited to participate
- b) I continue to work with the membership, CPD, and the student committee
- c) I am pleased to serve as the board liaison for ARCA
- d) Consultation with members set for January have been rescheduled to February due to my absence and low registration.  
**ACTION:** Michael will reschedule a meeting of directors who have expressed interest in co-hosting the consults.
- e) Elaine Herbert and I are planning a February meeting of the Indigenous group  
**ACTION:** Michael will Doodle to establish a suitable time.
- f) Michael will set a meeting in February for Branch Reps to meet and discuss BC Social Work plans  
**ACTION:** Michael will Doodle to establish a suitable time.
- g) Should we establish a requirement that all BCASW directors receive education/training in Indigenous issues? What training? Is this a budget item?
- h) Social media at Nov 17, 2021/Jan 8, 2022 – Facebook (1,261/1,296, +35), Twitter (322/326, +4), & Instagram (361/453, +92)

6. Executive Director's Report (Dianne)
  - a) See attached
  - b) Go live date soon for website
  - c) Increased membership – 1282 members
  - d) Social Work Week March 13-19 agreed by govt
  - e) Office Lease ends Dec 31, but Physiotherapists want to take over the space **ACTION:** Dianne will bring a plan forward when she has more information.
  
7. Treasurer & Financial Committee Report (Fiona & Dianne) – see attached
  - a) Budget 2022
  - b) Year end results still need to be finalized, but there will be a surplus of \$30,000 – after the repayment of government covid loan. Surplus will be put into contingency fund.
  - c) Additional part-time position funding covered in new budget, but webinar profit would not support the position
  - d) Budget allows for 1 in-person board meeting this year – pandemic dependent
  - e) **ACTION:** Finance committee will review salaries after final budget
  - f) **MOTION:** that the board moves to approve the budget with the caveat based on a review by the executive committee. **MSC** Fiona/Cayce
  
8. CASW Report (Glen) - see attached
  - a) Last meeting Jan 14 – round table. ED report noted that the CASW lobbying for Mental Health Addictions Minister, ban on conversion therapy, and address the mandatory minimum, has all been successful.
  - b) CASW Social Work Theme: *In Critical Demand- Social Work is Essential*
  
9. March is National Social Work Month
  - a) Dates for BC Social Work Week - March 13 - 19, 2022
  - b) Social work panels for social work students on March 7, 8, 9, & 10, 2022  
**ACTION:** Michael and Kelly are organizing panelists
  - c) Okanagan Branch, UBCO, and Okanagan Nation Alliance webinar *kinShift* with Kelly Terbasket on March 15, 2022 (Cheryl)
  - d) We are waiting for MH&A Minister Sheila Malcolmson to respond to an invitation to provide a keynote and then have a panel respond  
**ACTION:** Michael will contact the Minister's office
  - e) Awards – CASW/BC & Janusz Korczak Association of Canada Award could be given at the keynote speaker event. Nominations are needed for both awards. **ACTION:** Awards committee will put forth recommendations to the board.
  
10. Branch Updates (Branch Reps) - see attached
  - a) Fraser River (Jessie)
  - b) Northern (Glen)
  - c) Northwest (Tessa) – last board meeting, and Angela will take over
  - d) Okanagan (Cheryl)
  - e) Richmond/Delta/Burnaby (Carol)
  - f) Thompson Nicola (Lorry-Ann)
  - g) Vancouver Island (Whitney)

- h) Vancouver Sea to Sky (John) - regrets
- i) Kootenays (Nikki)

#### 11. Student Rep Report (Anna Jackson)

- a) Continuing to work on our Terms of Reference for the Student Committee
- b) Continuing research on student loan forgiveness
- c) Continuing research on paid practicums
- d) Continue to provide recommendations to the Membership Committee regarding the data that came out of the Student Membership Survey
- e) Social Media

#### 12. Committee Reports

- a) PD (Phyllis, Chair)
  - i. Islamophobia, Jan 18th, 19 registrants
  - ii. Neurodiversity, Feb 1st, 23 registrants
  - iii. Gaming Addiction, Feb 15th, 6 registrants
  - iv. Looking for new members to join the committee
- b) Membership (Glen) - see attached.
  - i. Student survey - Kelly Guiaya and Anna Jackson: see attached
    - a. response rate at 1/3 of student membership. Positive results from survey. Only reason to discontinue membership is the fees.
  - ii. Mandatory student membership proposal - to enhance student membership recruitment and retention
- c) Personnel/Human Resources (Fiona, Chair)
  - i. Awaiting on policy from CASW
- d) Health Advocacy Committee (Fiona, Chair)
  - i. Advocacy around claw back of GIS and home support fees
  - ii. Survey on hospital social workers experience with discharging people into homelessness was published in Health Social Work Journal
- e) Primary Care Ad Hoc (Cayce, Chair)
  - i. Acting more as a support group at this time
- f) Anti-Racism & Cultural Advocacy (Sri Pendakur & Jhevoi Melville, Co-chairs and Michael, Board Liaison - regrets)
- g) Advocacy Circle (Carol, Board Liaison) - regrets
- h) Senior's Interest (Alison Leaney, Chair & Kimberly Azyan, Board Liaison)
  - i. Questionnaire sent for a list of SW in health care settings
- i) Editorial/Perspectives (Heather, Chair & Dianne)
  - i. January edition is at the printers

- j) Awards (Phyllis)
  - i. Nomination for the CASW Glen Drover Award was submitted.
  - ii. Nominations needed for the Janusz Korczak Association of Canada Award for Distinguished Social Work Practice Protecting the Rights of Children (Feb 1, 2022 deadline)  
**ACTION:**
  - iii. Nominations needed for CASW Distinguished Social Worker Award (Feb 24, 2022 deadline)  
**ACTION:**
- k) Indigenous Advisory Group (Michael - regrets)
  - i. Next meeting with BCASW's Indigenous Working Group is February 2022.
- l) Governance (Pam, Kimberly, & Dianne)
  - i. deferred

13. Implementing the strategic plan (reorganize, communicate, & grow), 2021-2024 (Cayce)  
a) Deferred

14. Allied Health Report (Dianne) – report included in email  
i. BCASW asked for input on this report  
ii. they will start working on their strategic plan

15. Next Meetings:  
a) Planning for an in-person meeting?  
b) Future meetings:

Month	Board	Exec	Branch Reps
January	6pm, Mon, Jan 17, 2022		
February		5pm, Mon, Feb 7, 2022	X
March		X	
April	6pm, Mon, Apr 4, 2022		
May		X	

16. Adjournment – 7:45

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Recorder

**President's Report – Michael Crawford  
November 15, 2022 to January 17, 2022**

November 2021

- 15 – Chair BCASW Board meeting
- 16 – Host Adoption by Custom (Kathleen Westergaard) webinar
- 19 – Compile webinar evaluations
- 19 – Met with UBCO students for orientation
- 22 – Meeting with ARCA leadership & Carol Ross
- 23 – CPD meeting
- 23 – Indigenous members meeting
- 30 – Meeting with Kelly G – planning presentation to UFV students

December 2021

- 2 – Consult with potential webinar presenter – Chris Van Veen
- 4 – Presentation to UFV MSW students
- 5 – Hosted Zoom – TN Lunch'n'Learn
- 7 – CPD meeting
- 8 – Attended BCASW consult on MofH SW working Grp
- 9 – Meeting with UBCO re; BC Social Work Week
- 10 – Membership committee Meeting
- 13 – Chair Executive Committee

January 2021

- 6 – Attended BCASW student members committee

**Executive Director's Report - Dianne Heath**

In review, since our last meeting:

**Operations:** Services continue, Dianne Heath, Executive Director, working from home. Darren Usher, Member Services Coordinator, works from the office, Monday -Thursday mornings. Kelly Guiaya, began her MSW practicum through UFV mid-September with BCASW and works off-site.

- Database work with Guild continues-final modifications Feb 2022. As all members will need to opt in for services, we will have a good indication of what is valued by the membership as we review our organization.
- The website: Enginess- final content update, go live planning, ready for launch
  - a. DNS change
  - b. SSL update
  - c. Propagation monitoring
- On-going repairs to current websites and monitoring functioning of both old databases
- New, re-activated, and lapsed members list sent regularly to CASW for national benefits and to branches, analysis of reasons for members leaving completed for membership committee
- *Perspectives* now in printing house- end of month in mailboxes

- Prize for student survey draw winner sent
- Draft budget proposal based on the following assumptions:
  - increased membership requires increased staff hours and provision of services from the office- 1 fte (35 hrs) plus 17.5 hrs, plus 14 hrs. – still short of 2ftes, third position has no benefits- membership coordinator to reduce hours to half time
  - raise for office staff- at discretion of Board.
  - office support required for social media and webinars
  - one face-to-face board meeting
  - ED and President attend national meetings virtually
  - Committee and Board expenses- TR training, initiatives
  - Increased *Perspectives* costs, CASW fees, transaction fees due to membership increases
  - Hybrid workplace model will require budget for equipment
  - Office re-location
- Board orientation held for new Directors
- Final CASW dues payment

### **Promotion of the Profession**

- Reporting monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
- Attended provincial social work working group with Ministry of Health, subsequent meetings with PCN and Board and practice interest group consultations
- Glen Drover Award nomination package submitted
- Attended Coalition of Associations meeting - Brian Westgate from professional regulation attended to answer questions.
- Sent out requests for long-term care and assisted living social work staff data, updated report now on websites
- Took part in national ethics revision consultations
- Participated in Allied Health Policy Secretariat, Ministry of Health “What We Heard” - very clear that discipline-specific supervision is key factor for retention and career advancement
- Letter sent to Health Benefits Trust for HSA benefits inclusion of social workers
- Consultation with ICBC re social workers inclusion
- Consultation with FNHA re practices
- Advertised **The JANUSZ KORCZAK ASSOCIATION OF CANADA** Award for Distinguished Social Work Practice Protecting the Rights of Children
- Negotiated with MCFD for Social Work Week now granted for March 13-19, 2022
- Attended HSA meeting
- Attended National meetings- Quebec is planning an Association and consulting with CASW
- Graphic design for social work week

### **Social Justice**

- Consultation re CASW renewed **Statement on Wet'suwet'en Nation and Commitment to Reconciliation**

### **Support for Members (1282 current)**

- December eBulletin opened at rate 49%, (Industry average is 30%), with 14.21 % click rate.
- Re-designed template for eBulletin- January rates of 62% and 15.46%

- Membership consultations included questions re MCFD advocacy updates, cross jurisdictional practice insurance enquiries, small business start-ups, third party payer inclusion, Members of public- resources
- FASW: 55 listings plus
- Mentorship matches – 20 requests so far this year plus

Peer group re private practice (76 on mailing list, 2 past members) meets on the third Thursday of the month at noon. Workplace Injury peer support group meeting regularly in evenings.

We are planning a peer group for social workers pursuing their Registered Clinical Social Worker designation, support for those practising as RCSWs, and promotion of this designation. In one day over 25 responses to call for interest in eBulletin

- Advertised for workshops
- Scholarship applications processed, awards sent, report for *Perspectives*, MB notified- six so far this year.
- CPD committee, membership committee, primary care community of practice participation
- Arranged for life and critical illness insurance with Johnson (member request)- admin fees revenue

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

- New website content transfer
- Records formerly in storage reviewed, digitalized, and stored
- 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, roles, and memberships for practice interest groups/committees, reconcile with current practices and operations
- Personnel policy manual revision- (Fiona Lewis and Darren Usher) new stat September 30, changes such as working from home, use of personal equipment, social media etc. CASW ED contracted iHR Advisory Services to review its Personnel Policies in order to bring them up to date with Ontario Legislation, address Diversity, Equity, and Inclusion as well as Remote Work Policies.
- AR processing
- Prepare for financial review
- Review tax bill- pandemic support funds
- Re-check revenue limits for GST exemption trigger
- Social Work Week planning
- Mentorship Program review

#### **Treasurer's Report - Fiona Lewis**

The preliminary year end statement shows that BCASW ended the year with a surplus of \$63,324. This is approximately \$5,000 above the budgeted surplus, pending any corrections. This surplus will be used to rebuild the organization's contingency fund, which was reduced after we incurred deficits from 2015-2018. The surplus is due to increased membership fees and advertising income, our two biggest sources of revenue. Expenses came in slightly below budget, mainly due to a decision to not proceed with a new budgeted part-time staff position.

At this month's meeting, we will be asking the board to approve the 2022 budget. Dianne will give us an overview of all the changes at the meeting but I am pleased that we are budgeting for one face-to-face board meeting, which I feel will be very beneficial for our work together. We will also be increasing staff support in the office, which is important to enable the staff to continue to serve our growing membership.

### **CASW Report - Glen Schmidt**

A Federation Meeting was held on Friday January 14.

The planned in-person Board meeting scheduled for March 25 and 26 has been cancelled and a shorter Zoom meeting will be held on March 25.

The specific activities of the CASW are reported in the *Reporter* that members receive. One point to add is that the office is optimistic that they might be able to get the PM to say a few words about social work and social workers for social work week. **Committee Reports**

### **Membership Committee Report - Glen Schmidt**

The Membership Committee met on December 10 and will meet again on January 21. Members of the committee include: Anne Mary Jobins, Kathleen Westergaard, Wendy Weeks, Cheryl Ash, Lori-Ann Austin, and Glen Schmidt. Michael Crawford is ex officio and Dianne also attends. Kelly Guiaya, a graduate student placed with BCASW, has also been attending and providing support. At the December meeting Kelly presented the findings from a survey she conducted with student members. The committee is very interested in finding ways to better retain student members and the survey gave us some useful information that we will discuss further at our next meeting. We also have a proposal from Michael that looks at a way to recruit more students. This will also be discussed at the next meeting.  
Glen Schmidt

### **Awards:**

Call for nominees for the Rosemary Brown Award- Kimberly Azyan

### **Branch Reports**

#### **Okanagan - Cheryl Ash**

Membership continues to grow, but our face to face meeting opportunities are still on hold. The OK branch has elected two student reps this year! We have begun our collaboration with the UBCO School of Social Work, the Okanagan Nation Alliance, and the Thompson Nicola branch to host a Social Work Week event, is a 3-hour presentation by Kelly Terbasket called kinSHIFT. The TN Branch has also donated \$500 in support of this event. The students on the task force will be applying for funding to hopefully cover the remaining expense of \$2500. The OK Branch has lost amazing members on the executive, and is seeking to fill Branch executive positions; vice president, secretary, and member at large.

#### **Northwest - Tessa Murray**



Our Branch continues to meet with social workers in the Northwest on a monthly basis providing peer support and consultation. Involvement decreased around the holidays but we hope to pick up momentum again soon. I will be stepping down in my role as Branch Rep come February with Angela Boutillier taking on the role responsibilities. She is a registered MSW working as the sole social worker at a MH Tertiary Care facility in Terrace and will be a great addition to the Board. I look forward to remaining engaged with the Association but in a reduced capacity as I prepare for the arrival of a new baby.

#### **Thompson Nicola** - Lorry-Ann Austin

The Thompson Nicola Branch continues to host virtual activities. At a special December Lunch n' Learn, we hosted A Way Home Kamloops, donating \$500 dollars to their Camp Out to End Youth Homelessness. Our next Lunch n' Learn features a speaker from Secwepemc Child and Family Services Culture Team. We are currently planning our spring workshop and hope to have more details soon. We are also planning for BC Social Work Week in March and have partnered with the Okanagan Nation Alliance, the OK Branch and the UBCO School of Social Work to sponsor a webinar with Kelly Terbasket, Program Director of IndigenEYEZ. The TRU BSW Student Reps hosted a successful outdoor networking event earlier this fall and our branch also attended TRU's virtual BSW Student Orientation event. The Branch continues to support social workers locally by sending out our weekly *Thompson Nicola Monday Connector* which is full of information about webinars, new resources, career postings and social workers in the news. Branch Executive members include Lorry-Ann Austin, Michael Crawford, Meghan Dalgleish, Rachel Knuttila, and Meghan Selski.

#### **Northern Branch Report** - Glen Schmidt

The Northern Branch continued to have monthly in-person meetings but we will shift to a Zoom meeting at least for January and possibly February depending on the situation with Covid. We held a Christmas/Holiday gathering on January 13. Jordan Stewart, Executive Director of the Pounds Project in Prince George, was the guest speaker. Pounds is a non-profit society funded largely by the First Nations Health Authority and BC Housing. It provides Housing First options for people with addictions and it has an assertive community outreach program focused on harm reduction. As is our custom, Northern Branch members made donations to the Pounds Project. At our next meeting we will discuss social work week and any plans or activities our branch might develop.