

BCASW BOARD MEETING MINUTES
June 18, 2022
Zoom



Attendance – Cheryl Ash (OK & Sec), Kimberly Azyan (MAL), Dianne Heath (ED), Cayce Laviolette (VP), Phyllis Nash (Past-Pres), Glen Schmidt (N & CASW Rep), Fiona Lewis (Treasurer), Anna Jackson (Student Rep), Michael Crawford (Pres.), Robin Love (VI), John Richmond (VSS), & Lorry-Ann Austin (TN)

Regrets – Rae Morris (MAL), Alyson Gracey (MAL), Angela Boutilier (NW), Carol Ross (RDB), Niki Hemstad Leete (KTN), & Jas Hundal (FR),

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.

2. Review of agenda – approved

3. Acceptance of April 4, 2022 minutes – Amend the April 4th minutes, move Kimberly to regrets.

4. Welcome -

5. President’s Report (Michael) - see attached report

- a) Dianne and I met with the MCFD consultation team regarding oversight of the profession and spoke strongly in favour of mandatory registration with BCCSW and protection of title. We are currently reaching out to other groups asking them to support our campaign with the MCFD consultation. I met with MCFD Minister Mitzi Dean on April 12 and had an opportunity to air our concerns again.
- b) Revisions to the Health Professions Act were not introduced in the BC Legislature this spring and hopefully they will be introduced when the Legislature sits October 4th.
- c) I have been quite busy with CPD duties and am currently training newly hired Communications Coordinator/Admin Assistant Jess Holtslander to take over some of these responsibilities
- d) We issued a joint media release with CASW on the federal exemption to prosecutions for small amounts of illicit drugs. The amount exempted is far too small to be of much help.
- e) Michael noted that the BCASW has been asked to present to the Select Standing Committee on Health who are looking at the toxic illicit drug supply issue. He is pulling together a number of members to draft a presentation and hopeful that the group may stay together as a community of practice.
- f) Social media at Mar 30, 2022/June 14, 2022 –
 - i. Facebook (1,537/1,585, +48)
 - ii. Twitter (397/ 427, +30)
 - iii. Instagram (587/691, +94)

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

- a) Welcome to Jess Holtslander, Communications Coordinator and Adim Asst. (14 hours/week). BCASW staffing is almost up to 2 FTE, short by 3.5 hours.

- b) We expect to launch the new database in July.
 - c) HSA – virtual conference hall, BCASW had a virtual booth.
 - d) Inspiring social worker award nominations now closed.
7. Treasurer & Financial Committee Report (Fiona & Dianne)
- a) Legacy donation (Dianne) bequeathed by a long-time member.
 - b) Thank you from Indian Residential School Survivors' Society (Dianne), for donation made by Branches, Board Members, and the BCASW.
 - c) Contingency fund plan (Fiona). Contingency is now \$138,900 and would like to bring it up to at least half of our annual expenditures. **ACTION:** The Board approves the move of \$50,000 to the contingency fund. Dianne will review investment options.
 - d) Salary review (Fiona). The Finance Committee will review salaries at their next meeting.
8. CASW Report (Glen) – see attached
- a) First CASW in person meeting in several years held recently in New Brunswick. The Ontario Association of Social Workers has been successful in securing grant money from the province and other sources. The OASW uses grant money for specific projects and recently ran a media campaign promoting social work.
 - b) Quebec social workers are interested in forming an association and considering rejoining the CASW. New Brunswick is assisting them and the CASW has provided some seed funding.
 - c) Alberta College of Social Workers is hiving off their association functions and hopefully the new association will be viable at the end of 2022. The ACSW departure has the potential to significantly reduce CASW revenue and force staff reductions.
 - d) Marion Bogo was the recipient of the CASW Glenn Drover Award.
 - e) **ACTION:** Michael will distribute CASW's draft anti-racism statement to the BCASW Board and group leads for comment and feedback to CASW.
9. Branch Updates (Branch Reps) – see attached
- a) Fraser River (Jessie) - regrets
 - b) Northern (Glen) – see attached
 - c) Northwest (Angela) – see attached
 - d) Okanagan (Cheryl) – not really active, but will have a branch breakfast meeting to see where the branch is going.
 - e) Richmond/Delta/Burnaby (Carol) – see attached
 - f) Thompson Nicola (Lorry-Ann) – see attached - monthly lunch & learns are still quite well attended.
 - g) Vancouver Island (Robin) – see attached
 - h) Vancouver Sea to Sky (John) - Thanks to Cayce and UBC student Amanda Cama who helped John have SW Week declared on the Sunshine Coast, Gibsons, Sechelt, Vancouver, and North Vancouver. John has been connecting with Indigenous social workers and plans to recognize the 3rd anniversary of the release of Mary Ellen Turpel-Lafond's 'In Plain Sight' Report: Systemic Racism in B.C. Healthcare.
 - i) Kootenays (Nikki) – regrets
10. Student Rep Report (Anna Jackson) – see attached
- a) The members elected Amanda Cama (UBC) as the new representative to the board. She will assume responsibilities at the fall AGM
 - b) The Terms of Reference are attached.
 - c) **ACTION:** The Board accepted the Terms of Reference as amended at the meeting

11. AGM Planning (Dianne)

- a) It was agreed to hold the AGM at 3pm, Friday, October 28, 2022 (Pacific) as a hybrid meeting including both online and in person attendance. Reverting to only online if needed.
- b) **ACTION:** Dianne will secure a venue
- c) Liz Jones will receive a lifetime achievement award
- d) **ACTION:** Dianne will ask Pam Miller to present the award to Liz
- e) **ACTION:** Dianne will invite both nominees for the Inspiring Social Worker Award to speak at the AGM.

12. Committee Reports

- a) PD (Phyllis, Chair)

April 19, 2022 – Sara Fudjack

Dismantling stigma, cultivating inclusivity: A participatory action project by and for students who experience substance use issues

22 EB, 4 Zoomers, 10 attended, 5 new, \$70

April 28, 2022 – Maureen Smith

The Power of Curiosity: Embracing Practical Spirituality

42 EB, 5 Zoomers, 30 attended, 8 new, \$300

May 4 & 5, 2022 – Rebecca Sanford

Responding to Suicide in Social Work Practice

19 EB, 5 Zoomers, 18 attended, 9 new, -\$200

May 5, 2022 – Darren Usher

Thinking of starting a private practice? Things you need to know.

67 EB, 6 Zoomers, 52 attended, 8 new, \$520

May 20, 2022 – Michael Yellow Bird & Holly Hatton-Bowers O

Decolonizing Mindfulness, Mindful Decolonization, and Social Work Futurities

22 EB, 12 Zoomers, 32 attended, 11 new, \$300

June 16, 2022 – Joan Braun 8

Resolving dilemmas at the intersection of law and social work ethics

Registration and more info - <https://www.eventbrite.com/e/resolving-dilemmas-at-the-intersection-of-law-and-social-work-ethics-tickets-308043736107>

105 EB, 6 Zoomers, ## attended, ## new, \$1,000+

June 28 – Yassie Pirani

Post SSRI sexual dysfunction

23 EB, 6 Zoomers, ## attended, ## new, \$180+

The committee is submitting a proposal before the end of June to the Ministry of Health to partner with the Centre for Collaboration, Motivation and Innovation to provide free educational webinars to our members.

Dianne, Phyllis, and Michael drafted a letter to MCFD requesting funding for our CPD program and to create a media campaign promoting social work in BC. It will be sent in the next few days.

We meet on July 11, 2022 to plan for the fall session. The committee has several proposals to consider.

- b) Membership (Glen) – see attached
 - i. Kelly Guiaya will take over as the chair of the membership committee. The committee may revise their TOR and delete the requirement for the chair to be a member of the BCASW Board.
 - ii. Michael noted that both Douglas and VIU have responded well to the idea of institutional memberships that automatically enroll all their students in the BCASW and provide them with slightly reduced membership benefits.
- c) Personnel/Human Resources (Fiona, Chair)
 - i. Still waiting on CASW to provide revised policy
- d) Health Advocacy Committee (Fiona, Chair)
 - i. The committee engaged in advocacy regarding long-term care and protection from the effects of extreme weather such as last year's heat dome
- e) Primary Care Ad Hoc (Cayce, Chair)
 - i. Cayce reported that this committee is now defunct.
- f) Anti-Racism & Cultural Advocacy (Sri Pendakur & Jhevoi Melville, Co-chairs and Michael, Board Liaison)
 - i. ARCA met with the VPD who are interested in reviewing the Anti-Racism Toolkit and discussing the possibility of working together.
- g) Advocacy Circle (Carol, Board Liaison) – see attached
- h) Seniors Issues CoP (Alison Leaney, Chair & Kimberly Azyan, Board Liaison)
 - i. Tracy Leroux presented on behalf of BCASW, working with the coalition group Action for Reform of Residential Care
- i) Retired social workers (Carol) – see attached
 - i. Michael noted that this is a delightful group of social workers and the meetings are mostly social in nature. One activity is a book club, and the current book is Michelle Good's *Five Little Indians*. The group meets every few months.
- j) Editorial/*Perspectives* (Heather, Chair & Dianne)
 - i. It was noted that the most recent edition of *Perspectives* was very well done with well-written and informative articles.
 - ii. Kudos to Heather Lamb, Dianne, and committee members.
- k) Awards (Phyllis)
 - i. BCASW will present a one-time only life-time achievement award to Liz Jones, to be presented at the AGM by Pam Miller
 - ii. BCASW will pay for both Liz and Pam's travel costs.
- l) Indigenous Advisory Group (Michael)
 - i. Working on terms of reference
 - ii. Three members responded to a call for committee members in the *eBulletin* and Elaine Herbert is following up

- m) Governance (Pam, Kimberly, & Dianne)
 - i. Dianne will support this initiative after the database project is completed.
- n) Reorganization (Cayce)
 - i. Framework for discussion has begun asking if the BCASW is structured in such a way that we are likely to achieve our four main goals.
 - ii. The committee will make recommendations to the Board.
- o) Nomination committee (Phyllis)
 - i. Phyllis continues to discuss with members their interest in seeking positions on the Board.
 - ii. Phyllis is seeking two non-board members to complete the committee
 - iii. The following positions are to be filled at the next AGM – President, Treasurer, and two Members at Large
 - iv. Phyllis will contact the practice interest groups to find members to sit on the committee.

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

- a) Work in progress

14. Truth & Reconciliation (Michael)

- a) Board member education (Dianne & Michael)
Michael and Dianne will consider Harvey Eagle, Heidi Hansen, & Michelle Nahannee
- b) One member is considering an appointment to the Executive under Section 13. Officers "A Member who is not a director may be appointed to the Executive Committee." (Michael)
- c) BCASW does not have a clear statement or plan to engage in decolonization and reconciliation. We do have actions we have taken and statements made in this area.
 - Issuing public statements (discovery of children graves at former residential schools, Canada's first National Day for Truth and Reconciliation)
 - Media releases supporting reports calling for equitable funding for Indigenous children
 - Webinar offerings
 - Reconciliation toolkit
 - Creation of an Indigenous Members Committee
- d) What else is possible?
 - Staffing
 - Board
 - Membership
 - Mission/Mandate
 - Governance (Member at Large Equity and Diversity position? Appointment of Indigenous member to the Executive Committee)
 - Advocacy
 - Professional development
- e) Small group exercise – see attached

15. Next Meetings:

Month	Board	Exec	Branch Reps
April	6pm, Mon, Apr 4, 2022		
May		5pm, Mon, May 2, 2022	6pm, May 12, 2022
June	9am, June 18, 2022		
July			Doodle for Aug mtg

August			
September	9-11am Sat, Sept 10, 2022. Online		
October	3-5pm, Fri, Oct 28, 2022 AGM - Hybrid		
November	Late Nov Board – in-person – set date at Sept meeting		
December			

16. Adjournment – 11:30 am

Cheryl Ash
Recorder

BCASW President's Report to the Board

April 1 – June 18, 2022 April

2022

- 1 – Attend Health Justice meeting with Dianne 4 – Attend CPD Committee
- 4 – Chair BCASW Board meeting
- 7 – Attended Thompson Nicola Exec meeting 8 – Attended Reorg Sub-Committee
- 12 – Practice Zoom session with Sara Fudjack 12 – Attended Reorg Sub-committee
 - 12 – Meeting with MCFD Minister Dean
 - 13 – Met with Elaine Herbert to discuss Heart of the Grasslands Award and the BCASW Indigenous Members Committee
- 19 – Hosted Sara Fudjack's webinar
 - 21 – Consultation with Fiona regarding prediction of deferred income
 - 21 – Attended ARCA meeting
 - 22 – Attended Ad hoc membership committee
- 22 – Attended TRU social work week orientation session 25 – Consultation with Phyllis regarding CPD
- 25 – Zoom practise session with Maureen Smith 25 – Attended Thompson Nicola Lunch'n'Learn 28 – Hosted Maureen Smith's webinar

May 2022

- 2 – Chaired the BCASW Executive Committee
- 3 – Attended CPD Committee
- 3 – Hosted Rebecca Sanford's webinar practice session
- 4 – Hosted Day #1 Rebecca Sanford's webinar
- 4 – Hosted Darren Usher's webinar practice session
- 4 – Attended BCASW student Committee
- 5 - Hosted Day #2 Rebecca Sanford's webinar
- 5 – Hosted Darren Usher's webinar
- 11 – Attended ARCA meeting with VPD 12 – Attended Branch Reps meeting
- 13 – Attended MCFD consultation on oversight of social work 16 – Private meeting with MCFD social worker
- 17 – Private meeting with BCASW member re committee work 18 – Hosted decolonization webinar practice session
 - 19 – Attended ARCA meeting
 - 20 – Hosted decolonization webinar
- 24 – Hosted Ukraine webinar practice session
- 24 – Attended meeting with CCMI re webinar offerings 28 – Hosted Ukraine webinar
- 30 – Attended CPD meeting
- 30 – Meeting with Jess Holtlander re orientation and training

June 2022

- 1 – Attended meeting with BC Liberal MCFD Critic Karin Kirkpatrick
- 2 – Meeting with Student Rep Anna Jackson & Dianne
- 2 – Attended Membership committee meeting
- 6 – Meeting with Douglas College re orientation and membership proposal 11
- & 12 – Attended CASW Federation meetings
- 13 – Hosted Ethics webinar practice session
- 13 - Attended HSABC bi-annual professional associations meeting with Cayce 14 -
- Meeting with Jess Holtslander re orientation and training
- 16 – Hosted SSRI webinar practice session
- 16 – Hosted ethics webinar
- 17 – Attended Reorganization committee
- 18 – Chair BCASW Board meeting

Executive Director's Report April 4- June 18, 2022

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. Jess Holtslander joined our staff as Communications Coordinator & Administrative Assistant, 14 hours/week, working remotely.

- The website launched March 21. Now editing, updating, replacing links. Please send in additions/edits/events/updates to your branch and committee pages.
- On-going monitoring of functioning of both old databases. New database in review- removal of regulatory language and functions, now testing. Possible launch in July. It will have voting/survey and event registration functions.
- Members list sent to CASW, branches, students
- Job and CPD postings- revenue – just over \$16,000.00 currently
- About \$160,000.00 deferred revenue to this year- a healthy amount.
- Tours of Suite 410, discussions with Speech and Hearing, Physiotherapy, Northlands.

We pay \$22 per square foot plus operation costs/taxes- just under \$1400.00 month currently. The proposed space is 878 sq. ft. (More space, room for meetings and storage). We would share the cost with Speech and Hearing. Northlands contacted for request to discuss lease.

- ED evaluation to be scheduled. Evaluation process adapted to policy governance
- Gifts/payments sent to webinar presenters
- Student evaluation complete, placement concluded
- Reviewed and sent corrections to annual financials
- Paid first quarter CASW dues
- Orientation for new Directors
- Orientation for Communications Coordinator and Admin Assistant
- Processed Legacy Gift
- Reviewed Perkopolis member discount program

Promotion of the Profession

- Reporting monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying. Coalition of Associations met with ORL- frustration with time-consuming process
- Set up and monitored table in HSA virtual conference hall
- Discussed advocacy initiative with BCPA for role of psychologist on primary care teams
- Met with the new Alberta Association of Social Workers Board
- CASW report and national meetings
- Finalized feedback for the Provincial Health Care Social Work Working Group Competency Tool
- Joined MCFD consultation with Michael Crawford
- Joined Michael Crawford in consultation with Liberal MLA, Karin Kirkpatrick
- Attended BCCSW AGM
- Provided materials for UFV student booth
- Participated in focus groups, posted survey, reviewed draft for new national code of ethics.

Social Justice

- Spoke with Lena Dominelli re support for social workers in Ukraine, calls to Vancouver Island Branch members, co-hosted brainstorming discussion re coordination of plans with Vancouver Island members. Twenty members responded. Nine attended brainstorming meeting. Actions and plans circulated to list. Attended fund raising webinar: *Social workers for peace: Learning lessons for disaster interventions from the Ukrainian war experience*, Saturday, May 28. Revenue from the webinar was donated to a charity of Lena's choice and matched with a donation to the Ukrainian Cultural Centre in Victoria.
- ARRC asked the B.C. government to strike a diverse and inclusive multi-sectoral long-term care advisory forum to assist with the development of a comprehensive and evidence-informed action plan to reform BC's long-term care system. The proposal was discussed with the Parliamentary Secretary, Mable Elmore. Darren Usher and Tracy Leroux were our representatives to this forum.
- Researched the issue of collection of identity data:

The Ontario College is planning to gather identity data. To do so, they have engaged a consultant to assist them in developing policy so as to be in compliance with Ontario's Anti- Racism Act. They will call it a member census and it will be disconnected from renewals and voluntary. They will put effort into a communications strategy around this request.

Lawyers through insurance said issue was beyond scope of program- would have to hire for consultation. BC Human Right Tribunal suggest legal consultation on the question, "What is our exposure?" and to have responses ready to the question of "Why do we need this information" There is a self-assessment tool to complete. BC has new **ANTI-RACISM DATA ACT** applying to public organizations (Freedom of Information and Protection of Privacy Act FOIPPA)

BCASW is private and falls under the Personal Information Protection Act (PIPA).

Support for Members (1325 current)

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.

- *eBulletins*- on average, double industry averages (Industry average is 30% and a good click rate is 7-6%).
- Membership consultations included questions re, cross jurisdictional practice insurance, small business start-ups, third party payer inclusion, CASW resources, Members of public- resources
- Volunteers for Indigenous Committee, practice interest groups and book give-aways for review
- Expansion of Mentorship Program:
 1. Starting a Private Practice Peer Support – 106 members signed up (meeting range from 10-20 members) – 8 members moved past starting a private practice and left group
 2. RCSW Peer Support – 49 members signed up (first meeting 24 members attended). As anticipated the group 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)

3. Supervisors Peer Support – Started in May 2022 - 9 members signed up
4. Workplace Mental Health Injury Peer Support – 18 members signed up (meetings remain small 1-4 members) meeting on summer break until September 2022
5. 1-1 mentoring Program – 2 new mentors signed up – 7 new mentees connected in 2022, none pending
6. Planning for new-to-practice peer group in consultation process.
7. Operational review of mentorship program in process. (Update numbers and info for mentors, plan for needs for support- resources, peer group, webinar, etc.)

All peer mentoring groups are held on Thursdays.

- Advertised webinars
- *Perspectives* Spring/Summer edition
- Staff attendance at CPD committee, Executive committee, membership committee
- Three responses to call out for Indigenous Committee.
- Life and critical illness insurance launch- Sept in *Perspectives* with AI (members request)- admin fees revenue
- Awards: two scholarships, advertised Inspiring Social Worker Award
- Attended webinar *Thinking of starting a private practice? Things you need to know*, May 5
- Two scholarships awarded to members

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

- New website review and additions
- Database testing
- *eBulletin*
- 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, 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
- 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
- Mentorship Program review
- Request *Balance* image rights for use from Dylan Thomas
- Review practices and draft policies re identity information collection
- Plan for office re-location
- Track pandemic loan payment
- 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

Submitted by Dianne Heath, MSW RSW

CASW Report

The Board held a Zoom meeting on May 25 from 1:00 to 3:15 Pacific Time. Most of the meeting was taken up by a SOAR (Strengths, Opportunities, Aspirations, Results) exercise that was a part of the operational review undertaken by Barnes Management Group. The Board was informed that Sally Guy will be going on maternity leave. Sally has been a great resource for the organization. She will be replaced on a term basis. The impending loss of revenue with the decoupling in Alberta may result in loss of the recently hired Communication and Education Coordinator position (filled by Lauren Pegg) unless additional sources of revenue are found.

After inclusion of Project Fund expenses, the CASW ran a surplus of \$42, 583.00 in the budget year. Projects in 2022 included the Code of Ethics, Reparation Project, Website, Inclusion Safety and Social Work Possibilities, and Social Policy Principles. Membership fees accounted for the largest portion of revenue at \$638, 580.00. Salaries and benefits for employees accounted for the largest expense at \$381, 167.00. Alberta accounts for \$108, 000 in revenue and much of this will be lost with the decoupling of the Association and Regulatory bodies.

CASW has enacted various components of the strategic plan. This list is not exhaustive but covers some key activities:

- Staff met with two parliamentary committees regarding the outlawing of conversion therapy and legislation followed
- Spring consultations are planned for student loan forgiveness legislation
- CASW has continued to work on and improve the assessment of foreign trained social work credentials by using digital resources, expanding the data base of foreign university social work programs, and developing a satisfaction survey for applicants
- A 1.5-million-dollar sector study proposal was written and submitted to the government at the end of March – the regulators and CASWE were also part of this submission and we will hear in September if the proposal will be funded
- Work continues on a revised Code of Ethics
- Improvements were sought and made to the national liability insurance program
- The operational review is just about completed
- The anti-racism position paper is in draft form.

Fred Phelps met with ASWB in Washington. There were other representatives from Canada such as CASWE, Thunderbird Circle, Regulators etc. The intent is to develop and revise registration exams so that they better reflect current social work practice.

The Federation meeting was held in St. Andrews by the Sea New Brunswick on June 11 and 12. This was the first in-person meeting in three years. The morning of the first day was taken up with partner organization reports, the IFSW Report, National Social Work Week Report, the Annual CASW Report, and Financial Report. The CASW President Joan Davis-Whelan is now serving as President or Chair of the North American Region (Canada and the US rotate the Chair function). CASW Board Member Hazel Berg from Saskatchewan serves on the IFSW Indigenous Commission. Sally Guy reported on Social Work Month and said it was very successful. For the

first time ever, the CASW was able to secure a video message from the Prime Minister recognizing social workers and Social Work Week. CASW and provincial partners hosted 18 online events. The CASW also hosted two online events with Senators Wanda Thomas Bernard and Nancy Hartling (both social workers in the Senate).

The fee rate was discussed and a committee made up of Executive Directors, Board members and CASW staff was struck to review the fee structure. This is controversial but operations will be affected by the loss of Alberta revenue unless alternative sources of revenue are found.

Most of the afternoon was taken up with presentation, discussion, and small group consultation around the draft Values and Guiding Principles of the Code of Ethics. The draft was developed by Barnes Management Group after extensive consultation.

The second day began with a discussion of the Anti-Racism statement and paper. It was decided to send the statement to Federation member organizations for feedback and recommendations pertaining to the CASW Commitment to Anti-Racism statement. Our Board will have to work on this as feedback is required by September 2022.

Fred Phelps provided an operational update. A small group of social workers in Quebec are meeting to form an association. CASW has provided \$1500.00 in seed money. A number of Federation members believed that this amount should be substantially increased. Miguel LeBlanc, the Registrar in New Brunswick, has been working with the group on a pro bono basis. In Alberta, the College of Social Workers has allocated \$250,000.00 to the Association of Alberta Social Workers to help them get started.

Fred noted a couple of other points: CASW has delivered 163 webinars during the past two years; CASW assesses internationally educated social workers and may be expanding its work to include BC and Alberta and it has recently started doing this work for OASW; Fred meets four times a year with the Intersectoral Committee (CASW, CCSWR, CASWE).

There was discussion about the CASW Scholarship. Each Federation member receives \$1500.00 per year and the guidelines suggest not exceeding accumulated amounts of over \$3000.00. BCASW currently holds \$2495.00.

There was also discussion about whether to continue with the Distinguished Service Awards as only six were handed out this year. The consensus was to continue. The late Marion Bogo was the recipient of the Glenn Drover Award.

Joan Davis-Whalen was elected as President for another two years. The meeting site for next year is to be determined and will be influenced by the financial health of the organization.

Glen Schmidt RCSW
CASW Board Representative

Northern Branch Report

Attendance at Branch meetings fell during COVID. In person meetings resumed in September 2021 but were held via Zoom through January and February 2022 with the onset of the Omicron variant. Although there was some increase in attendance as we moved back to in- person meetings, the attendance remained marginal as compared to the years before COVID. Prior to COVID monthly meetings attracted between 10 and 16 people. During COVID we sometimes had a as few as three members join a Zoom meeting.

In March the Branch celebrated Social Work Week. Messages of inspiration were posted on a daily basis and Dawn Hemingway contacted the Mayor's Office for an official declaration. Once again, Mayor Hall was happy to do this. We also awarded the Brigit Moran Award this year after several years without the Award being given. Tina Dobson was the recipient and she spoke at the March Social Work Week Branch meeting. She talked about her work with Indigenous people for more than a quarter century. There was good local media coverage through the week.

The Branch held its AGM on May 19. It has been a challenge to attract people into Executive positions. This year we approved the following slate for our Executive: Dawn Hemingway (Communications), Ursula Kerr (Facebook), Brent Goerz (Zoom and Speakers), Jim Campbell (Treasurer), Beth Quesnel (Secretary and UNBC scholarship/bursary liaison), Kate Stanvick (Vice-Chair), Glen Schmidt (Chair and Branch Representative).

We will resume meetings at the end of August. Meetings will be hybrid (In-person and Zoom). In September we hope to be part of the UNBC orientation of new BSW students and later in September we will host a pizza night for students at UNBC.

Glen Schmidt RCSW

NW Branch Report

The Northwest Branch continues to host the monthly Peer Consultation.
Angela Boutilier, BSW, RSW NW
BCASW Executive

The RDB Branch Report

RDB is not currently meeting. A walk and talk is planned for July. All Coordinating committee members were canvased regarding the future of the Branch and the majority recommendation was to disband. Once all members have shared their recommendation we will reach out to the entire list for input.
Carol Ross

Thompson Nicola Branch Report

The Thompson Nicola Branch had a busy year full of Lunch and Learns, Thompson Nicola Connector mailouts and a spring workshop partnership with the BCASW. We are now in the planning stages for fall and are looking forward to attending orientation events at Thompson Rivers University as well as planning for our next series of Lunch and Learns which will restart in September. We are hopeful that health conditions may permit some in person social activities this fall. Branch Executive members include Lorry-Ann Austin, Michael Crawford, Meghan Dalgleish, Jennifer Friend, Rachel Knuttila, and Meghan Selski.

Lorry-Ann Austin, Thompson Nicola Representative to the BCASW Board

The OK Branch Report

OK is not currently meeting. A Branch Exec Meeting is planned for June 25th. Committee members were canvassed regarding the future of the Branch and the majority recommendation was to disband. Once all members have shared their recommendation we will reach out to the entire list for input.

Cheryl Ash, Branch Rep

VI BRANCH Report

As most other branches experienced in 2022, COVID continued to bring challenges and creative opportunities regarding holding events and connecting with our membership.

This year also brought more change to our executive; we unfortunately lost our Branch Rep Whitney Anderson earlier this year, which was a loss for us but a win for Alberta where Whitney and her family have relocated. We wish Whitney great success in Alberta and thank her for her time and dedication whilst on the executive. As secretary for the branch, I was elected to step in for Whitney and will be acting Branch Representative until our AGM should we find another willing candidate!

With pivoting being such a popular word these days, we hold gratitude for the creative collaboration between our executive and the Main Branch, and the kindness of Michael Crawford, Dianne Heath, and their team as we were able to host two events online that reached everyone in the province. The first Zoom event was held in January, *Countering Islamophobia, Implications for Social Workers* facilitated by Dr. Moussa Magassa, UVIC Principal Strategist, Community Engagement and Anti-Racism Education & Dr. Mehmoona Moosa-Mitha, Associate Professor at UVIC's School of Social Work. The second co-hosted Zoom event was in May and was facilitated by Professor Lena Dominelli, University of Stirling, Scotland. This presentation focused on Lena's work with *Social Workers for Peace: Learning Lessons from Disaster Interventions for the Ukrainian War Experience*. We were fortunate to have Adrienne Carter MSW RCSW and co-founder of The Vancouver Island Counselling Centre for Immigrants and Refugees (VICCIRS) join us and speak to the recent Mental Health Ambassador Program to assist those coming from the Ukraine.

Our branch will end the year with an in-person social event, and we continue to encourage new members or those interested in membership to join us at any time. The executive has decided to host in-person meetings in the fall, when we reconnect in September, we hope to discuss with our membership the need to reconnect with Social Work programs at VIU, UVIC and Camosun College as well as engage in discussions and trainings around increasing diversity and decolonizing our branch work.

Our AGM will be held in October, and we are in the midst of planning a panel discussion regarding the Opioid Crisis and hope to invite front line workers to share their experiences and discuss local community projects on Vancouver Island.

I would personally like to extend my gratitude to David Turner and Nancy Baker for being a constant support to me while I navigate the Branch Rep role and for always showing up to meetings and helping to keep the VI branch up and running!

Robin Love BSW, RSW, VI Branch Rep & Secretary

Membership Committee

The Membership Committee met on June 2 and will meet again on September 12. Two members left the Committee this year: Wendy Weeks and Kathleen Westergaard. We are grateful for their service. Current Committee members include: Cheryl Ash, Lorry-Ann Austin, Ann Mary Jobins, Kelly Guiaya, Anna Jackson, Michael Crawford, Glen Schmidt (Chair), and Dianne Heath (Executive Director). The Committee has focused its attention on student members as this is the area with greatest potential for expanding Association numbers.

At the most recent meeting we planned for linkage and coverage at university social work student orientation sessions. Committee members will link with the universities delivering social work degrees and ask for time at their incoming student orientations or at other points early in the year when we can make a presentation about the benefits of becoming a student member of the BCASW and talk about the important work carried out by the BCASW.

We also plan to try and have a presence at larger conferences where social workers gather. The Membership Committee will also continue to work on developing a plan to include all students as members.

The Committee has been active and apart from the summer months, the Membership Committee meets every six to eight weeks. This Committee was more or less moribund up until two years ago but it has been reactivated thanks to the energy and interest of the committee members. The work of the Membership Committee is important as BCASW is only as strong as its membership given that member fees are the main source of revenue.

Glen Schmidt RCSW

The Advocacy Circle Report

The Circle meets via Zoom on the first Thursday of every month. Our current focus is on increasing member involvement; learning and using Slack Technology to work on internal projects; building our "How To" tools; becoming collectively more active in joint advocacy action; increasing visibility and advocacy communication within the Association; contributing to a new quilt for residential school survivors.

Carol Ross

Retired Social Workers Ad Hoc Group

This group is informal and is open to any retired or semi-retired or thinking about retirement Association member. We meet via Zoom irregularly and currently are reading *Five Little Indians* by Michelle Good and will be discussing the book on July 22nd. The group is open and flexible and aimed at mutual support; sharing information, resources and ideas; catching up with former colleagues; analyzing local and world events or directions. This group has interests in advocacy action, story-telling and writing, analysis of current trends and so much more.

Laughter is important as is the opportunity to have input to Association direction and priorities. (The phrase "Think Tank" comes up for some members.) The group will evolve based on the input and priorities of those who attend.

Carol Ross

For Discussion:

Considering the following principles of truth and reconciliation,* what actions could the BC Association of Social Workers take to engage with reconciliation more fully?

1. The United Nations Declaration on the Rights of Indigenous Peoples is the framework for reconciliation, at all levels and across all sectors of Canadian society.
2. First Nations, Inuit, and Métis peoples, as the original peoples of this country and as self-determining peoples, have Treaty, constitutional, and human rights that must be recognized and respected.
3. Reconciliation is a process of healing relationships that requires public truth sharing, apology, and commemoration that acknowledge and redress past harms.
4. Reconciliation requires constructive action on addressing the on-going legacies of colonialism that have had destructive impacts on Aboriginal peoples' education, cultures and languages, health, child welfare, the administration of justice, and economic opportunities and prosperity.
5. Reconciliation must create a more equitable and inclusive society by closing the gaps in social, health and economic outcomes that exist between Aboriginal and non-Aboriginal Canadians.
6. All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.
7. The perspectives and understandings of Aboriginal Elders and Traditional Knowledge Keepers of the ethics, concepts, and practices of reconciliation are vital to long term reconciliation.
8. Supporting Aboriginal peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the reconciliation process are essential.
9. Reconciliation requires political will, joint leadership, trust building, accountability, and transparency, as well as a substantial investment of resources.
10. Reconciliation requires sustained public education and dialogue, including youth engagement, about the history and legacy of residential schools, Treaties and Aboriginal rights, as well as the historical and contemporary contributions of Aboriginal peoples to Canadian society

Action #1 – _____

Action #2 – _____

Action #3 – _____

Action #4 – _____

Action #5 – _____

*Principles provided by Barnes Management Group Team who are conducting an operational review of the CASW